

Single Equality Scheme Objectives

Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others.

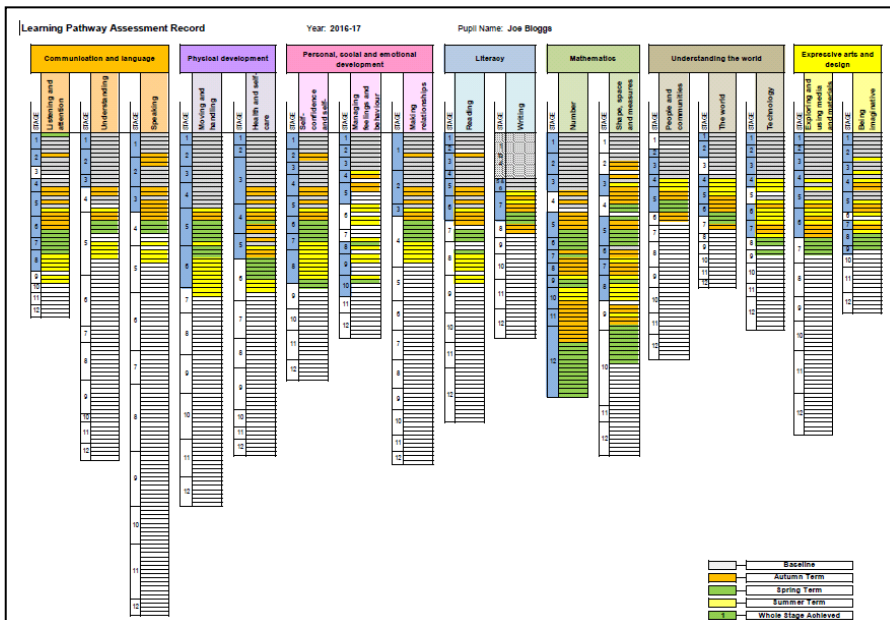
In the development of this policy, the school has considered its impact with regard to equalities legislation.

How are we complying? – May 2018

Objective 1 - Pupil achievement is monitored by race, gender, other vulnerable groups and any trends or patterns in the data that may require additional action to narrow the gap are addressed.

The school uses a bespoke assessment system called Learning Pathway which provides a clear whole school and class picture of the attainment of minority groups. The progress of each pupil is assessed, reviewed and monitored individually because of the wide ranging learning needs present in the school.

This information is examined by Senior Management annually to ensure that minority groups of pupils are progressing as well as other pupils. A direct comparison can be made from the charts that this system can produce. We also analyse overall level progress of all pupils as well as those in all vulnerable groups to recognize any patterns or trends for different groups of pupils.



As a special needs school, analysis of progress for pupils with special educational needs is an ongoing process performed consistently throughout the year. This is achieved by tracking progress on an individual basis to ensure pupils are progressing well against targets and identifying where interventions or new teaching approaches are needed. Specialist teaching and learning approaches are effectively utilised throughout the school.

Senior Management in discussion with phase groups assess group progress in comparison with pupils with different levels of needs and use interventions where necessary where a need is identified.

Progress data is reported to Governors annually so that trends can be identified and to determine if any further actions are needed.

The School Learning Charter dictates that:

- Pupils barriers to learning are effectively reduced and our skills are developed through inquiry based modification of our practice and pupil engagement profiling and data analysis

the school population in terms of their range of disabilities, ethnicity, gender, etc. Residential Trips are organised by classes and all pupils in the classes are fully involved regardless of their disability or any other barriers. In exceptional circumstances where there are significant health and safety concerns we will work with parents/carers to allow appropriate participation in the safest way.

The School Learning Charter dictates that:

- All enrichment trips are selected to be accessible and relevant for all pupils.

Objective 6 - Staff, pupils, parents and carers will continue to be involved in the future development of the Equality Plan through input and feedback from surveys, staff meetings, school council meetings, parents evenings etc.

Staff and Parents/Carers are invited to complete survey's on an annual cycle. Senior leadership use findings to set priorities for improving and developing our offer to all stakeholders.

Objective 7 - Extra and additional support for pupils who are under-achieving, in order to make progress in their learning and their personal well being, e.g. ensuring that children with visual impairment have accessible texts; that children with hearing impairment have an enhanced acoustic classroom environment;

- High Tech Alternative, Augmentative Communication (AAC) (iPads and other devices with communication aid apps, etc.)
- Low Tech Alternative, Augmentative Communication (AAC) (signs, symbols, PECS, E-Tran systems, visual timetables, etc.)
- Eye gaze technology
- Switch enabled resources
- Laptops
- Big keys keyboards
- Touch screen monitors
- Specialist and accessible software
- Sensory room
- Visual aids
- BSL signs and symbols
- Staff Trained in BSL signing to deliver sign supported English to pupils that need it.
- **The Learning Charter dictates that:**
 - All pupils are actively involved in lessons – teaching suits all styles of learners ensuring enjoyment, challenge and progression, providing differentiated learning through the use of a range of resources i.e. IWB, laptops/iPads, practical activities, games etc ...
 - There is good pace throughout the lesson with personalised, challenging and high expectations of behaviour for learning
 - All pupils have access to direct Teacher time personalised to their individual needs & learning styles
 - All pupils are engaged in activities that are designed to meet their individual learning needs and styles
- BSL Signers
 - Unqualified Teacher - 2 days per week
 - 2 x Teaching Assistants – 5 days per week
- Additional TA staff BSL trained
- BSL qualified BSL Teaching Assistant delivers regular level 1 signing sessions to staff as required to increase skill levels across the school
- Singing Signing assemblies provide whole school opportunities to use BSL
- Priority identified for physical environment to replace lighting in classrooms from fluorescent strip lighting to suit sensory intolerant children (ASD).

Objective 8 - Additional support for parents of children with more complex needs (e.g. reporting progress; discussing needs);

The School Learning Charter dictates that:

- Teachers lead class teams to ensure effective and professional daily liaison through Home/School books and support for parents/carers ensuring positive, constructive communication system
- Coffee mornings/afternoons for parents and carers foster home/school relationships/partnerships
- Genuine partnerships are fostered where family expertise and knowledge is valued and individual needs catered for in the best interests of each pupil

Pupils Achievement Profiles (PAPs) ensure a continuous focus on targets set weekly for each and every pupil. Targets are displayed in every classroom so that all staff and pupils know their targets for that week. Targets are assessed and if achieved are checked for maintenance and retention. This ensures that there is a constant focus on the most relevant and functional target for every pupil. It is also easy to identify where targets are not being achieved and to change teaching approaches where necessary. PAP targets and skills achieved are shared with parents regularly and parents are able to collaborate on suggested targets for home/school consistency.

Three termly parents' evenings/annual review meetings are offered per academic year with class teachers.

A team of three family practitioners are available to support vulnerable families or parents/carers who require additional emotional or practical help.

Objective 9 - Additional support for disabled parents/carers and staff to help them to play a full part in the life of the school (e.g. providing a sign interpreter for a deaf parent; ensuring that meetings are held in the most accessible parts of the school to support wheelchair users).

- Text and phone interpreting service used where necessary
- Signed feedback on pupil progress available for people with hearing impairment
- Staff are trained/training in British Sign Language (BSL)
- Home school diaries use Widget symbols to support communication between school and home

PROMOTING POSITIVE ATTITUDES AND MEETING NEEDS

Objective 10 - Promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.

- All displays promote a diverse population including different races, abilities/disabilities, etc.
- PSHE curriculum provides opportunities to recognize, accept and appreciate positives in diversity

The School Learning Charter dictates that:

- Displays celebrate the work of all pupils. All work to be mounted, labeled with symbols at appropriate language level and interactive where appropriate.
- Key vocabulary displayed with symbols supports all aspects of learning

Objective 11 – Be open to recruiting disabled people to the school and support them in their work and career development, and try to reflect the diversity of the school community in its workforce

- School has employed ex-pupils in paid and voluntary employment opportunities
- Recruitment process ensures equal opportunity

Objective 12 – Be open to recruiting disabled people to the governing body and make reasonable adjustments to ensure that they can fully participate and contribute.

- Governors meeting room fully accessible with DDA compliance toilet facilities.
- No barriers to joining governing body apart from possessing the required skills/experience to add value to governance of the school.

Objective 13 - Provide reasonable means for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities.

- Parent Coffee Sessions every Tuesday afternoon, Wednesday and Thursday mornings
- Regular training provided open to all parents
- Parents and Friends Association (PFA) open to all
- Learning Parent Partnership award achieved by the school in 2016.

Objective 14 - Provide extended services, with opportunities for pupils, families and the wider community to take part in activities and receive services which build positive interaction and achievement for all groups;

- After-School and School Holiday Mainstream and CTS Swimming Sessions
- After-school and lunchtime clubs on offer to all pupils
- Lettings to groups and organisations with mainstream/other special school pupils attending
- Sensory Playground and other facilities available to provide more mixed pupil opportunities and community use of the school

Objective 15 - Supporting disabled pupils in the period of transition between primary and secondary school to ease the stress of moving and increase familiarity with new surroundings

- Pupils attend the same school for primary and secondary school and so do not have the same issues with transition into secondary school as other pupils might experience. The transition to a secondary class would be approached in the same way as each year that a child moves from one class to the next throughout their school experience.
- Young people are supported fully in their transition on to Further Education and 6th Form at age 16 by the school and Prospects Career Advisory Service. Pupils can now opt to stay with us up until 19 if appropriate.
- Education and Health Care Plans and regular Annual Reviews will provide a consistent transition process through different provision up to the age of 25.

Objective 16 - Helping children and young people to understand others and value diversity

- Whole School Assemblies
- PSHE Curriculum , SMSC and Citizenship

- Philosophy for Children (P4C) based discussions

Objective 17 - Promoting shared values, awareness of human rights and how to apply and defend them;

- Whole School Assemblies
- PSHE, SMSC and RE schemes to promote pride, tolerance and understanding of rights and values
- Philosophy for Children (P4C) based discussions

Through our behavior policy, we ensure that rules for positive behaviour are clearly defined and displayed for reinforcement. We reinforce Jenny Mosely’s Golden rules, which state what is desirable followed by clarification of what not to do:

Do be gentle	Don’t hurt anybody
Do be kind and helpful	Don’t hurt people’s feelings
Do be honest	Don’t cover up the truth
Do work hard	Don’t waste time
Do look after property	Don’t waste or damage things
Do listen to people	Don’t interrupt

Objective 18 - Developing skills of participation and responsible action through the PSHE and SMSC Curriculum

SMSC stands for Spiritual, Moral, Social and Cultural education. It is not taught as a discreet lesson as it is integral to part of the daily school life community. It can be seen as throughout school day in a number of ways, which have been shared in the SMSC overview document developed by teachers for the academic year 2017 – 2018. The overview gives examples of how as a school we embed the principles of SMSC throughout teaching and learning.

All curriculum areas have a contribution to make to the child’s spiritual, moral and social and cultural development and opportunities for this will be planned in each area of the curriculum. All adults will promote expected behaviours, treating all people as unique and valuable individuals and show respect for pupils and their families.

Through our provision of SMSC, this school will:

- enable students to develop their self-knowledge, self-esteem and self-confidence;
- enable students to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely;
- enable students to acquire a broad general knowledge of and respect for public institutions and services in England;
- further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people; and
- encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

ELIMINATING DISCRIMINATION AND HARASSMENT

Objective 19 - Develop and adapt its procedures on anti-bullying to include equality perspectives

The school's anti-bullying policy covers the following types of bullying:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber/Online All areas of internet ,such as email & internet chat room misuse
Mobile phone threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Objective 20 - Support staff to challenge and address any bullying and harassment that is based on a person's race, gender or ethnicity

All staff are aware of their responsibilities in this and are aware of what to do and who to report incidents to. The school policies are available on the school website, in hard copy or on the school My Drive storage area. This is also regularly shared via the weekly school bulletin.

Objective 21 - Keep a record and report how these incidents are dealt with to the governing body and local authority on a termly basis

There have been no racist incidents and no bullying incidents reported this year.

Objective 22 - Review its approach to race, gender and disability bullying and harassment whenever it reviews its policy on behaviour.

The Single Equality Plan is reviewed every three years by governors. Accessibility Policy, Racial Incidents Policy and Behaviour Policy are reviewed on an annual basis by governors.

MONITORING IMPACT

The school collects and analyses evidence and data on children's achievement, attendance and participation by race, gender and disability, and shares this termly with the governing body. This information is used to inform strategies to raise achievement.

The governing body is required to report annually to parents on the effectiveness and success of its Single Equality Policy objectives. We will place this report alongside the policy on our website.