



EQUALITY SCHEME

The school is committed to actively promoting equal entitlement in every sphere of its activities and to eradicating all forms of discrimination.

The school recognises that it has a duty to ensure that all groups of pupils and staff within the school prosper including:

- Boys and girls, men and women
- All minority ethnic groups
- Pupils and families or staff with different religions or beliefs
- Pupils, staff and others with special educational needs
- Pupils, staff and others with a range of disabilities
- Children who are looked after and their carers
- Children and staff who are gay or lesbian
- Pupils or staff undergoing gender reassignment
- Pupils or staff who are pregnant or have recently given birth

The school performs an analysis of the achievements of all pupils on an annual basis, reflecting on both their Individual Education Plan data and that associated with the P-Levels. This is considered from a number of points of view, including gender, the nature of the pupil's disability, whether the pupil is 'Looked After', ethnicity and whether they are entitled to free school dinners. Other possible identifying characteristics are analysed when the school feels that there is cause to do so. However because of the nature of the pupil's learning disabilities, other potential limiting factors would in most cases be a secondary factor to the disability itself. Based on the school's latest complete development cycle (2010 - 2013), there were no identifiable trends in attainment or achievement that were not primarily related to the nature of the pupil's learning disability as opposed to membership of a potentially vulnerable group.

The school recognises that it has a legal obligation under the disability discrimination act to meet the needs of people with disabilities even if it requires giving them more favourable treatment.

The school recognises that new Positive Action provisions in the Equalities Act 2010 allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils and staff with particular protected characteristics. If we decide to use these we will ensure that it is a proportionate response to achieve the relevant aim.

Reviewed by: Simon Knight

Date: October 2014

Approved by Governors:

Date: 1st December 2014

	Equality	Equality Plan
1	<p>Establishing, maintaining and developing a school culture and ethos. Please see the school aims and values. These can be found in the school prospectus, on the website or as a separate leaflet on request.</p>	
2	<p>Preventing and dealing effectively with bullying and harassment. Please see the school's Bullying Policy</p>	
3	<p>Listening to pupils, staff, parents and others. The school has an active student council which meets on a half termly basis. The members are elected on an annual basis for a one year term and election is open to all pupils of the school. The school has a policy of open access to the school's development planning process whereby any member of the community can make suggestions contributing to the school's general development</p>	Complete annual parental questionnaire - April 2015
4	<p>Equalising opportunities. Please see the school's charging policy. In addition to the measures set out in the Charging Policy, the school's Out of School Liaison Officer (OSLO) works in partnership with families to support them in making activities financially accessible, through the sourcing and completion of applications to bursaries and sources of financial support. The OSLO monitors the take up of such activities and reports this to the Senior Leadership Team. The school also provides access to subsidised extended schools opportunities for pupils and their families via iWise, the school's creative media centre.</p>	
5	<p>Informing and involving parents and carers. The school operates on a non-hierarchical basis and fosters an atmosphere of professional informality, using first names and dressing informally where appropriate. The school hosts an annual family meeting at the beginning of the school year to enable families to meet the class teacher and see the classroom and potentially meet other families in a less structured manner than the termly review evenings. The school operates a daily diary system for communication between home and school, using non-written communication tools where necessary. We also use text message and telephone communication where appropriate. The school offers a series of family information events, identified by the families themselves as being areas where additional support may be of value. The schools sees active parental membership of the governors as being integral to the success of the school.</p>	Review and update the school website - July 2015
6	<p>Welcoming new pupils and helping them to settle in effectively. The school has had pupil prospectus leaflets produced by the pupils themselves, covering both symbol based and text based communication. These are provided to all visiting pupils and new starters in order to provide a uniquely pupil based perspective on the school. Where appropriate the school supports transition arrangements for new pupils. Typically this may involve a visit to their current provision for their new teacher, followed by the opportunity to spend time with their new class in advance of joining the school full-time. We also recognise the importance of welcoming and supporting new families, who may be adjusting to the fact that their child requires the support of a special school placement.</p>	Review the Pupil Prospectus leaflets - Dec 2014 Review of Transition arrangements for ages 11+, 16+ and 19+ - Dec 2014
7	<p>Addressing the full range of learning need. Please see the school's Curriculum Framework and Post-16 Curriculum Framework. These can be located on the school website or hard copies can be provided on request. Please also see the school's SEN policy.</p>	Revision of Curriculum Framework - Dec 2014

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8	<p>Supporting learners with particular needs. The school treats all of its pupils as unique individuals and as such works to ensure that their individual learning needs are met effectively. Further details of how this is achieved can be found in the school's Curriculum Framework (Available on the school website or in hard copy by request) Please see the school's SEN policy.</p>	Update of Readiness for Reading Assessment - April 2015
9	<p>Making the school accessible to all. Please see the school's Accessibility Plan.</p>	
10	<p>Ensuring fair and equal treatment for pupils. The school has a regular cycle of review with regard to all of its policies, completed by the SLT in conjunction with the Governing Body. It is through this process that the school reflects upon its policy portfolio in order to ensure equality for all.</p> <p>In addition to this, data generated and held by the school relating to areas such as achievement and RPI are also analysed in order to identify any potential trends highlighting possible inequalities.</p>	
11	<p>Ensuring fair and equal treatment for staff and others. The school has a regular cycle of review with regard to all of its policies, completed by the SLT in conjunction with the Governing Body. It is through this process that the school reflects upon its policy portfolio in order to ensure equality for all. Please also see the schools Complaints, Staff Development and Equality Policies.</p>	
12	<p>Encouraging the participation of under-represented groups. The school actively encourages all families to become involved in the school in whichever way they can, through formal structures such as the Governing Body, the Friends Association or the Parental Communication group, or informal ones such as the organisation of whole school events and activities. The school actively seeks the views of the wider school community as part of its development planning process and with regard to significant issues related to the school.</p>	Review and evaluate pupil access to extra curricular activities - April 2015
13	<p>Other The school recognises its continuing duty to treat former pupils fairly and equally in relation to the provision of references and access to 'old pupils' communications and activities.</p>	
14	<p>Monitoring and evaluating the policy The school recognises that the strength of this policy depends upon ensuring that everyone is actively implementing it and that gaps and the need for further development will arise from effective evaluation. The policy is therefore, along with all of the school's policies, publicly available for comment via the website. We also undertake to review the policy on a three year cycle where there are no specific concerns raised and immediately, where practicable, should concerns regarding the effectiveness of either the policy or its implementation are formally raised.</p>	

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	<p>Note on reporting.</p> <p>There is a requirement for public bodies, including schools, to:</p> <ul style="list-style-type: none"> • Publish data to show how it is complying with the equality duty for each of the strands • Information on the effect of its policies • Evidence of any analysis it undertook to establish whether its policies would further the aims of the duty • Any engagement it has undertaken with interested parties <p>The reassurance in 5.8 states that 'schools will not be constrained to take action which is unnecessary or unproductive; light touch, to avoid placing unnecessary burdens on schools; and proportionate so that what is expected from – for example – a small primary school and a big government department reflects their different size and resources. The duties will not represent rigid bureaucratic processes or a tick-box approach. The emphasis will be on transparency to allow local democratic accountability.'</p>	