



Equalities Objectives

March 2021

Policy Review

This policy will be reviewed in full by the Local Governing Board (LGB).

The Equalities Objectives will be reviewed every 4 years (due by March 2025).

Signed: Helen Thomas

Date: March 2021

Headteacher

Signed: Anne Del Greco

Date: March 2021

Chair of Governors (Interim)

Aim

In eliminating discrimination and other conduct prohibited by the Equality Act the school will:

- Ensure school policies and procedures promote equality of opportunity;
- Ensure all staff are aware of our responsibility with regards to the Equality Act;
- Ensure our school curriculum promotes tolerance and respect of all groups.

SEND and or Disability

In order to ensure that provision for disabled pupils is in place and that as reasonably as possible a disabled person can benefit from education to the same extent as a person without disability, the school will:

- Ensure that all auxiliary aids and services and reasonable adjustments, where they are not part of an EHCP, are in place;
- Provide auxiliary aid or service for a disabled pupil when it is reasonable to do so and if such an aid would alleviate any substantial disadvantage;
- Keep a written record of provision in place to support disabled pupils;
- Ensure all disabled pupils where reasonably possible are included in all extended school provision;
- Ensure risk assessments, where needed, are in place;
- Consider adjustments needed for all pupils to take part in Educational Visits;
- Ensure accessibility to the building is reviewed regularly;
- Provide aids to support access to the upper corridor or make reasonable adjustments;
- Complete Education, Health and Care Plans.

In order to raise the achievement of SEND pupils so they are in line with all pupils, the school will:

- Monitor and track progress;
- Provide and analyse targeted support;
- Provide Inclusion team support for pupils on the SEND register;
- Continue to strengthen the Inclusion team through training and team meetings.

Pupil Premium

In order to raise the achievement of pupil premium pupils, the school will:

- Track the progress of Pupil Premium pupils across the school;
- Use pupil progress meetings to discuss progress, attainment and next steps;
- Provide timely and appropriate interventions.

EAL

In order to raise the achievement and accelerate the progress of EAL pupils in reading, writing and maths so they are in line with the national average, the school will:

- Monitor the attainment and progress for pupils with English as an additional language;
- Monitor the attainment and progress of Turkish, White Eastern European and Black African pupils;

- Analyse whole-school data to identify underperforming groups and barriers to learning;
- Carry out pupil progress meetings to highlight attainment and progress of these groups;
- Carry out an induction process to support pupils to settle into school.

Educational visits

Educational visits are an important part of the school's provision. All pupils will be given the opportunity to take part in a visit. However, on rare occasions this may not be appropriate. This may be because the school feels that there are risks to the safety of a group or individual which cannot be managed offsite – which will have been identified in a risk assessment.

To ensure, where reasonably possible, that all pupils take part in extended school experience through school journeys, after school clubs and educational visits the school will:

- Invite parents/carers or a responsible member of the family to accompany the visit or to be part of the after school club;
- Endeavour to recreate the experience within the school site if the parent/carer is unable to accompany their child;
- Provide appropriate equipment for pupils to be able to take part in after school activities e.g. larger rackets/balls – visually impaired resources.

Parents can also request that their child does not take part in a visit. *Further details can be found in the school's Educational Visits policy.*