

Kennet Valley School EQUALITY OBJECTIVES May 2012 – May 2016



OBJECTIVE	ACTIVITY	WHEN	BY WHOM	RESOURCES	IMPACT	ACTIONS Y2 & Y3
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POLICY & PRACTICE

Produce a single equalities policy	To review the current individual policies and combine into a single scheme.	March 2012	HT & Equalities Governor	Current policy and county guidance	School identifies priorities and actions to be taken for inclusion in the scheme across the whole area of school activity.	School continues to monitor policies, procedures and practice for positive impact assessment.
Produce a children's version of single equalities policy	To reduce single equality policy to make it easily accessible to the children	Summer 2013	HT (for review at S&C)	Single Equalities policy	The children, in particular, understand the impact of the policy on their experiences at school	Ongoing monitoring (as above)
Publish equality policies & objectives	Publish policy and objectives on the school web site	March 2012	HT & Equalities Governor	Current policy & objectives	Parents, Carers, children, staff and wider school community fully informed	Annually

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COMMUNITY COHESION						
Annual consultation with School Council	HT & Equalities Governor to share scheme with School Council in broad terms	End Term 1	Equalities Governor & HT	School council meeting	Opinion sought by school council from pupils. Feedback by School Council to own classes	Annually
Annual consultation with a) parents b) staff c) governors	Circulate questionnaire and analyse results	<ul style="list-style-type: none"> a) Discuss questions at first FGB & implement at first parents evening of the year b) Discuss questions at January FGB & circulate during term 3 c) Discussion at first FGB & FGB in Term 4 	FGB / HT/ Equalities Governor	FGB meetings, Staff meetings, parents evenings	Keeps school in touch with the whole school community to ensure cohesion across all communities invested in the school	Annually
Volunteers in school	Review safeguarding & work experience policies for reference to volunteer helpers. Create leaflet and information given to volunteers	Summer 2013	HT & Safeguarding governor	Safeguarding & work experience policy.	The safety of all working and learning at the school	Annually
To increase pupil's awareness and understanding of different communities	Celebrate cultural events throughout the year	September 2013	HT & RE Governors	Scheme of work	Pupil awareness and understanding of different cultures and communities	On - going

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PROTECTED CHARACTERISTICS: Our focus areas are:						
<i>Age (inc. Summer/winter), Disability (inc. Food allergies), SEN, PP, FSM, Race, Cultural Needs (e.g. travellers)</i>						
Monitor & analyse pupil attainment & progress across all areas listed above	Act on any trends or patterns in data that require additional support for pupils - to be a regular item on S&C agenda	On going in HT reports to governors	HT	KS1 & KS2 results data RAISE online Wiltshire Tracker HT Reprot	Ensure that all pupils have equal access to education and equal opportunity to progress and achieve to their full potential	On going
Monitor & analyse pupil's take up of after school activities across all areas listed above	To create a full register of after school activities attendance – once set up, analyse data at S&C meeting	Data to be collated from September 2013. Data to be reported in HT reports to governors Annual detailed report to FGB	HT	After school activities register	Ensure that all pupils have equal access to after school activities	On going
Monitor and analyse pupil's behaviour across all areas listed above	Act on any trends or patters in data that require additional support for pupils – to be a regular item on S&C agenda	On going in HT reports to governors	HT	Behaviour log Behaviour policy	Consistent behaviour across the school	On going
To ensure all teachers, supply teachers, LSA's & SMSA's are aware of SEN & Dietary needs	Context sheets updated for SEN pupils in all year groups.	1. Start of every staff meeting spent reviewing SEN/IEP provision 2. Update report to Equalities Governor every 2 terms	HT and staff	SEN info INSET time	All adults better informed of pupil's needs	On going at staff meetings Report x 3 times a year

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EQUAL OPPORTUNITIES FOR STAFF						
All staff receive CPD on the school's arrangements to promote equality in the context of their job role	Staff receive training & report of training to S&C	Induction of new staff. CPD training to be identified On HT reports	HT	Provision of trainer	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job role and	On going programme of training and reporting
Ensure that HT and Governors are aware of their responsibilities in the recruitment and selection of staff	HT & Governors to undergo Safer Recruitment training	On Going	HT & Governors	Course On-line	Recruitment procedures ensure equality for candidates and recruit the best person for the role	On going