

Equalities Statement Demonstrating Compliance with General Duties

October 2018.

Key Issue	Objective	By Whom	Outcome
1. Promote equality of opportunity	Ensure our pupils have maximum opportunity and access to the curriculum and school regardless of race.	ELT, GB Curriculum Committee, All staff	A personalised curriculum that continues to evolve for all pupils matched to their complex needs and full access to all opportunities regarding school life. Example – Formal, Semi and Pre-Formal Learning Pathways, Individualised Timetables, Extended Schools provision.
2. Recruitment & Selection	Ensure our Recruitment & Selection policy has no racial bias	ELT, GB Personnel Committee	Robust policy in place linked to LA guidelines. Staff recruited according to strict criteria at application and interview process. Example – HT and governors strict essential/desirable listings. Multi-cultural staff pool in appointments
3. Communications of relevant policies	Ensure staff and parents are aware of the relevant school policies on Race Equality	SMT	Relevant policies highlighted to staff and parents via Staff Meetings, half termly newsletter and placed on the school website. Example – Website updated Spring 2015
4. School Ethos, Culture	(i) Ensure the school ethos and culture promotes Race Equality (ii) Ensure multicultural aspects of the curriculum are delivered through the school curriculum.	GB (in particular GB Curriculum Committee). ELT, All Staff	Vision Statement, Mission Statement and Aims reviewed on a three-year basis in line with the SDP.
5. School Resources	Programmes of study monitored within the c suitable for the pupils to access.	School Librarian, Curriculum Leaders	Existing stocks continually audited and new stocks purchased. Views of staff and pupils sought. Example – Library revamped and updated with specialist library staff input to reflect the needs of the changing cohort Summer 2015.
6. Care & Support Procedures	Re-examine our care & support procedures, and specialist staff, to ensure pupils and staff are not disadvantaged by inadequate practice.	ELT, Key Support Staff with additional care & support responsibilities.	More staff trained as First Aiders, Key Movers and Buccal Midazolam. Specialised PPSA and MA staff appointed Autumn 2015. All staff continue to be trained across the school in all aspects of care & support.

			Example – All pupils now have access to a range of highly specialised staff to remove any barriers to learning.
--	--	--	---

7. Disability Harassment within the Community	Ensure staff, parents, pupils are aware of disability harassment within the community and knowing who to go to.	ELT, Independent Parental Supporter (IPS)	There is a school and LA mechanism in place to inform and support school stakeholders.
8. Curriculum Access & Provision	To continue to ensure the curriculum is personalised and appropriate for all pupils and in particular those pupils with the most complex needs.	GB Curriculum Committee, ELT.	Bespoke curriculum provided through the Formal Semi and Pre-Formal Curriculums and including Rising Stars and Intervention Groups based on Data. Examples – Learning Pathways model, Bespoke Programmes of Study, Extended Schools provision.
9. Equal voice and participation in school	To ensure all pupils have an equal voice and participation in school.	ELT, All Staff	Monitored in line with Equalities policy. Example – School Council has pro-rata representation amongst the sexes; school attainment data is consistently monitored and assessed to look for inconsistencies.
10. Equal Conditions for Staff	(i) To ensure the school pay & conditions, sickness & absence procedures have no gender bias in our practice. (ii) To ensure our Performance Management and Staff Development procedures enhance opportunities for all staff.	GB Personnel Committee, Head Teacher, ELT	All policies and procedures are reviewed on a rolling programme (or before if required) to ensure regulations conform and enhance opportunities for all staff.
11. Equal Access to Provision	To ensure our pupils have maximum opportunity and access to the curriculum and school life regardless of	ELT, GB Curriculum Committee	We monitor the curriculum through curriculum meetings, lesson observations, learning walks, planning and assessment. We pay particular attention to our Intervention programme. Examples – personalised timetables, tracking pupils, 'drill down' on available data

	gender.		
12. Attainment of boys and girls across the curriculum	To monitor boys' and girls' attainment across the curriculum, in particular gender-stereotyping inc. work experience and work related learning.	ELT	Our current data shows that there are no variation/discrepancies between boys and girls as distinct gender groups.
13. Provision of Information offered to Students	To ensure there is continued improvement in the provision of information offered to pupils to enable access.	ELT, All Staff	We continue to evaluate the way we offer information to pupils. Examples – Equality of Opportunity at Annual Reviews, access to 'Soundfield' system in certain areas and through the School Council.
14. Disability Accessible Site	To ensure all areas (where applicable) are disability accessible for all stakeholders.	Head Teacher, GB Premises Committee, Business Manager, School Premises Team	All areas (where appropriate) are accessible. A significant amount of capital has been put into the site to enable this objective to be achieved. Examples – Under constant review for improvement including Car Park safety markings August 2015, electronic reception doors August 2015, hygiene area upgrades (ongoing).

Fyfe Johnston, Headteacher, The Clare School