

Equality Act 2010

How we are complying with the Equality Duty 2010?

The School has an **Equality Policy** which is reviewed annually and available to view on the School website. The school has in place the following documents providing evidence of compliance with the Equality Duty:

Special Educational Needs Policy

Equal Opportunities Policy

Accessibility Plan

New Staff Induction Policy

Risk Register

Safer Recruitment Policy

Anti-Bullying Policy

Behaviour Policy

PSHCE Policy

Drugs Policy

Child Protection Policy

Prospectus

Staff Handbook

Application Forms for prospective employees

Information pack for prospective employees

Governors and Staff continually review School life and policies in line with our responsibilities. We circulate updates on Equalities to staff/governors through staff meetings, staff bulletins, Governors meetings etc. We subscribe to the Governor Support services who provide training and regular updates on equality issues for Governors.

The school organises and pays for staff / Governor training. Updated Equalities training is being arranged for the Summer Term.

We monitor Equality issues through our racial incidents log, bullying logs in year group folders, incident concern forms, Special Educational Needs meetings, Individual Education Plans, parent's evenings and referrals to the Deputy Headteacher. Attainment data is monitored by the progress group.

Our Access Plan has recently been updated highlighting our school priorities for the next three years.

Please view our Accessibility Plan 2016/19 on our school website.

Equality of opportunity

We have identified gaps in equality and are able to view disability characteristics in our information management system and pupil tracking system, School Pupil Tracker.

We eliminate discrimination in school by Drugs, Tobacco and Alcohol lessons, Sex and Relationship education, through the PSHCE scheme of work and we use the social and emotional aspects of learning which promotes differences.

A number of physical adaptations have been made to the School such as, disabled toilets and ramps.

Examples of intervention we have in School are Reading Recovery, Better Reading Partners, Read Write Inc, Numicon and children working in different year groups. We access Educational Psychologists and Speech and Language Therapists. Children with physical disabilities have additional adult support. We also issue Aiming High information to pupils and parents. Within the classroom, pupils are provided with enlarged print and seating positions are adapted.

Staff are provided with additional training by health professionals to support children with additional medical needs. Specialist equipment is provided by professionals as necessary.

We access EAL (English as an additional language) support from Drove Primary School and referrals to the Saturday school have been made.

We have access to a specialist to develop a behaviour programme for children who are on the Autistic, Asperger spectrum.

Fostering Relationships

We collate information and foster good relationships by inviting visitors from other cultures into school; we are twinned with the Desai Memorial Primary School in Kenya. Staff from Goddard Park visited Desai in January 2016, children from both schools loved communicating with each other. We have had a Young Carers assembly and have achieved the award and as part of the award we had to identify and provide evidence to demonstrate how we are supporting carers through PSHCE. Pupils attend a local Sikh temple as part of their topics and the RE coordinators are investigating other religious leaders for other visits. We have built good relations with Abi Corry – local IN: School worker who comes in and leads assemblies, she enables access to local churches and runs an after school club. She also provides sessions for children to learn about Easter and Christmas in the church.

We promote tolerance and friendship throughout the curriculum more specifically within PSHCE, learning about other countries and religions.

Annual review meeting of all relevant pupils are minuted and all parents are welcomed to attend. Under the behaviour policy school practice is to hear both sides of an incident prior to a decision/action so all parties feel heard equally.

We continue to advance equality of opportunity for staff, we use the services of Occupational Health, our staff absence insurance provides benefits for staff, we provide support and pay for training for all staff to attend as and when required, for example, Graduate Teacher Programme, Food Safety, NVQ's etc.

As part of one of our objectives we will be recording and monitoring statistical information of staff comparing it to Swindon and the Parks areas to identify any gaps.

Our School equality objectives are:

- To raise staff awareness of Equalities through whole staff training, monitor recruitment processes and increase equal opportunities monitoring.
- Promote and celebrate cultures, festivals, charity days and positive role models throughout the school and children's centre.