



This table details our key objectives in 2021 and the impact of our actions to address them.

Strand	Objectives	Outcomes
Disability	There is an alternative method of safe access to the lower playground (also identified in the Accessibility Plan).	Handrails have been fitted on the slope and a new ramp to the lower playground has been installed.
Gender	To continue to create an environment where female staff members are confident to raise issues about menopause symptoms and ask for support at work.	Menopause Policy written and shared with all staff; all guidance shared with all staff. Questionnaire confirmed all staff feel they have control of their working environment and feel able to ask for help and discuss issues or concerns. Menopause support group set up. Menopause workshop organised and funded for all staff who wished to attend.
Complaints	There was one complaint made in relation to discrimination or inequality in 2021.	

Alverton Primary School



Single Equality Scheme

Parent Guide and Annual Report 2021

Alverton Primary School - Single Equality Scheme

What is the Single Equality Scheme?

Our Single Equality Scheme and Action Plan integrates our statutory duties in relation to race, disability and gender and promoting community cohesion. The duties cover staff, pupils and people using the services of the school such as parents. The Single Equality Scheme also addresses the legislation relating to religion or belief, age and sexual orientation. It includes our priorities and actions to eliminate discrimination and harassment as well as advancing equality of opportunity between people who share a protected characteristic and people who do not share it.



Our Single Equality Scheme and Action Plan enables us to achieve a framework for action which covers all equality strands and ensures that we meet our responsibilities of the public sector duties in an inclusive way. We report annually on its progress which is reviewed by our Governing Body and covers activity undertaken in relation to the equality strands and promoting community cohesion.

Where can I find out more about it?

Our Single Equality Scheme is available to read in the Key Information section of our website under the heading of Equality Information.

Can I get involved?

We welcome the views of all members of our school community in creating the Single Equality Scheme. We appreciate that the legislation states that it is important that minority groups (for race, disability and gender) are involved in the formulation and development of equality schemes and action plans and we endeavour to



involve pupils, staff, governors, parents and carers and our wider school community in creating the Single Equality Scheme and Action Plan. This helps to ensure that the views of potentially disadvantaged groups are fully incorporated in the development of this scheme.



We are grateful to those people who took part in our previous

consultations. If anyone is interested in being part of our ongoing consultation or has anything that they would like to raise in relation to the Single Equality Scheme, please come in and meet with any member of the Senior Leadership Team (Mr Higgs, Mrs Wicks, Mrs Hughes, Mrs O'Rourke, Mrs Hall and Mr Dawe) who are leading the implementation of this scheme.

