

**Annual Report of Progress
February 2015– February 2016**

This table details our key objectives from 2015 – 2016 and the impact of our actions to address them.



Alverton Primary School



Strand	Objective	Outcomes
All	Publish and promote the Equality plan for all stakeholders. All stakeholders are aware of, and have the opportunity to contribute to, the Single Equality Scheme.	Stakeholders understand that there are procedures which we follow with regard to the Single Equality Scheme. Parent Guide for the Single Equality Scheme created and sent to all parents, displayed in reception and available on the website. Parents invited to discuss / be involved in any aspect should they wish.
Community Cohesion	Ensure equality of access and provision for EAL children and their parents.	Communication has been strengthened by a very positive meeting with Lithuanian parents and a translator where information about the school and their children's school life was provided and which offered parents the opportunity to ask any questions which they had. Key elements of the prospectus have been translated into Lithuanian, provided to the parents and are also available on the website.
Community Cohesion	Increase pupil awareness and understanding of different communities.	Very successful Black History Month project involving all children in the school. The school's work was celebrated and shared when we were invited to speak at County Hall as part of the county launch of Cultural Threads.
Disability	Individual medical plans in place for all children who need them.	Individual medical plans are now in place for all children who need them ensuring that the school is aware of, and able to meet, their medical needs.
Disability	Staff are aware of, and able to support, children's medical needs.	Relevant staff have received training in administering certain medicines. 1:1 TAs have received training to enable them to support individual medical needs. Very successful transition arrangements are in place for those children with individual needs for their transfer to secondary school.
All	Know whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them.	Equality Impact Assessments have been carried out by the Senior Leadership Team which showed that those aspects assessed did not negatively affect any equality groups. We will assess further aspects of our policies and practices next year.
Anti-Bullying and Discrimination	Pupils are fully aware of different forms of bullying including prejudice-based bullying.	Through, for example, assemblies, our PSHE, RE and History curriculums, Circle Time and class discussion, children are aware of different types of bullying and know what to do if they need help. We will focus on a different aspect of anti-bullying in 2016 – 2017.

Single Equality Scheme

Parent Guide

and

Annual Report 2015 - 2016

Number 9

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 and therefore includes our priorities and actions to eliminate discrimination and harassment for these equality areas.



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 will report annually on its progress which will be reviewed by our Governing Body and will cover 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.

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. Our hugely successful Black History Month Projects, for example, came about because of it. 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 Burlton, Mrs O'Rourke and Mrs Hall) who are leading the implementation of this scheme.