

## February 2016 - February 2017

This table details our key objectives from 2016 - 2017 and the impact of our actions to address them.

Strand	Objectives	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. A Parent Guide for the Single Equality Scheme has been created and sent to all parents, displayed in reception and is available on the website. Parents are invited to discuss / be involved in any aspect should they wish.
Gender Equality	Staff are aware of gender-related abuse, including domestic violence and Female Genital Mutilation, and could recognise the signs of abuse and concern and know how to respond.	Level 3 Safeguarding training, with a focus on domestic violence, has been attended by a Deputy DSL. Relevant information has been shared, ensuring that all staff are aware of particular signs to look for in both children and parents and know how to act should concerns occur. All staff have undergone training to raise awareness of Female Genital Mutilation and are aware of risk factors and signs of abuse and understand their role and responsibilities towards this.
Race / Religion / Community Cohesion	Mutual respect for, and tolerance of, those with different faiths and beliefs is promoted.	A review of our SMSC provision shows that this is very effectively promoted across the curriculum and across all year groups through, for example, assemblies, specific projects and cross-curricular, project-based planning.
Anti-Bullying and Discrimination	Pupils are aware of what to do to help if they think that someone is being bullied.	A programme of assemblies has emphasised aspects of kindness that make us aware of others' problems and actively try to help. Postcard system introduced: "I am worried that X is being bullied. Can you help?". Very few incidents on unkind behaviour occur; however, children have shown that they are willing to support others and come forward if worried about them.
Disability	The school provides an environment that values and includes all pupils, staff parents and visitors regardless of their physical needs.	There have been several changes to the site this year to ensure that it is accessible to all. These have included a ramp to the KS1 playground, a new disabled toilet and a lift in the hall. A further ramp to the old LKS2 playground is planned for 16/17.
Gender Equality	Staff who have been on maternity leave are updated with changes / developments in teaching and learning on their return.	This was added to our action plan in response to an EIA. Team Leaders will meet with members of staff who have returned from maternity leave to bring them up-to-date with any changes which have occurred, particularly focusing on teaching and learning.
All	Know whether our policies and services are meeting everyone's needs.	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.



# Alverton Primary School



## Single Equality Scheme

### Parent Guide and Annual Report 2016 - 2017

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.



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 O'Rourke, Mrs Hall and Mr Dawe) who are leading the implementation of this scheme.

