

Earlham School Equality Objectives:

Advance Equality of Opportunity Between People

Date: May 2016

| Objective | Current situation | Success criteria | Equality Strand (protected characteristic) | | | | | | | Lead Person: | Links school policy or school development/improvement plan | Action by: July 2017 |
|---|---|---|---|--------|-----------|-----------------|---------------------|--------------------|---------------------|---------------------------------|--|---|
| | | | Disability | Gender | Ethnicity | Religion/Belief | Pregnancy/Maternity | Sexual Orientation | Gender Reassignment | | | |
| 1. To become a SCERTS lead school (<i>Social Communication, Emotional Regulation, Transactional Supports</i>) ensuring effective educational provision for pupils on the autistic spectrum. | Earlham has been very involved with the project from the beginning. The Inclusion Leader has been mentored by a speech therapist from LCIS (<i>Language Communication & Interaction service</i>). In Sept(2015) we employed a Senior TA with extensive experience in ASD. | <ul style="list-style-type: none"> A consistent SCERTS based approach will be used across the school for pupils with autism. All staff will have received SCERTS training. Senior TA role will be developed to assist Inclusion Leader . | X | X | X | | | | | K Harney | Public Sector Equality Duty Earlham Local Offer | Practise will be monitored to ensure consistency of provision and practice. |
| 2. To expand our already outstanding support to vulnerable pupils and families to meet new requirements for Newham schools. | We have a very experienced Pupil & Family support worker at Earlham. In Sept 2015 we employed a Learning Mentor who we are presently training to work with our increasing numbers of vulnerable pupils. Vulnerable Pupil meetings are held every half-term. | <ul style="list-style-type: none"> LM will receive appropriate training. LM will be able to run particular groups e.g. social skills LM will be able to work 1-1 with particular vulnerable pupils. | X | X | X | | | | | K Harney & M. Rashid (P & FSW) | School Plan Safeguarding Policy | Practise will be monitored to ensure the needs of our most vulnerable pupils are met. |

| Equality Strand (protected characteristic) Equality Objectives: | | | | | | | | | | | | |
|--|--|--|------------|--------|----------------|-----------------|---------------------|--------------------|---------------------|--------------|--|---|
| Foster Good Relations Between People Date: May 2016 | | | | | | | | | | | | |
| Objective | Current situation | Success criteria | Disability | Gender | Race/Ethnicity | Religion/Belief | Pregnancy/Maternity | Sexual Orientation | Gender reassignment | Lead Person: | Links school policy or school development/improvement plan | Actioned by July 2017 |
| To celebrate British Values within our curriculum and across our school community. | We have received whole school training along with the school governors on British values. British values are being taught across the curriculum in all key stages. | <ul style="list-style-type: none"> Teachers will teach British values within the curriculum. Staff will promote British values across all areas of school life. Pupils will understand what British values are and how we practise them in our lives. | X | X | X | | | | | N Robinson | School improvement | Practise will be regularly reviewed & monitored to ensure that British values are embedded across the school. |

Eliminate Unlawful Discrimination, Harassment and Victimisation
Date: May 2016

| | | | Equality Strand (protected characteristic) | | | | | | | | | |
|---|--|---|---|--|--|-----------------|---------------------|--------------------|---------------------|--------------|--|---|
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| | | | To provide safeguarding training to all staff and volunteers on an annual basis | Training is provided each Sept to all staff. The Safeguarding Team ensures that training is up to date and includes current and relevant issues e.g radicalisation. Mid phase staff access training online prior to starting work. | <ul style="list-style-type: none"> All staff will understand their key role in safeguarding children and how to recognise and respond to abuse. | X | X | X | X | | | |
| To ensure that our pupils understand how to protect themselves from different forms of abuse. | Staying safe is taught across the curriculum. NSPCC provide training for year 5 & 6 pupils on keeping themselves safe from abuse every two ears. | <ul style="list-style-type: none"> Pupils understand how to keep themselves safe and why they need to do this. | X | X | | X | | | | K Harney | Safeguarding Policy | Practise will be regularly reviewed & monitored to ensure all measures are being taken to keep our pupils safe. |