

Since the Equality Act 2010 first led us to consider our duty to promote better equality for those with protected characteristics, here are some of the things we have achieved:

Better awareness of visual needs

Feedback from Stakeholders told us about need for additional yellow lines to make edges more visible and difficulties with being able to see displays at meetings/shows and the availability of documents in large font. We have put all of this into place. There is an on-going cycle of renewing yellow lining around school and visual material is made available in large font and clear format (eg- on coloured backgrounds) as required by our community. Blinds have been fitted in all classes and better quality smartboards to improve visual clarity.

Better awareness of hearing needs

Feedback from consultation has made us aware that people with a hearing disability may need access to lip reading at school events or require priority seating at events. We now do this as standard. As part of our Assess Plan, we have improved acoustics in our open plan school by fitting room dividers to reduce sound from the corridor.

Gender differences in attainment

Since the introduction of the Equality Act, we have improved boys writing attainment at KS1 whilst maintaining that of girls. We do not see any significant patterns of gender difference in our data now.

Improved recording of racist incidents/ bullying of those with protected characteristics

We have reviewed our procedures for recording racist incidents and use CPOMs to be able to monitor this. We publicise our findings on our website and report them to governors. Better awareness of the nature of racist incidents has led to better recording and helped us to work with any in school who has this unacceptable belief. Our Assembly and PHSCE programme work to challenge inappropriate beliefs and our anti-bullying policy/ initiatives contribute to this. We record and publish incidents of unlawful discrimination and harassment and victimisation (perceived or actual) on our website.

Stakeholder consultation

We have broadened our consultation through questionnaires, letters and discussion to involve all stakeholders. Lately we have started to use digital means to do this and it has enabled us to understand the views of all more easily.

Equality of opportunity

We have promoted extra-curricular provision to our most vulnerable pupil and monitored, for example, their access to sports clubs. We have used pupil premium grant to ensure access to clubs that are at cost and pay for all school trips and half towards residential trips for this group.