

Equality Objectives Willand School 2018-2022

As a result of data analysis and feedback from the Pupil premium Champion, Governors have tasked the school with improving the monitoring and evidence of Disadvantaged Children (PP)who also have SEN

Equality objective

To monitor and evidence progress for Disadvantaged Children with additional Special Needs.

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?	Impact
SEND and Pupil Premium Provision Maps to be reviewed and adapted to show the progress of the children and enable improved monitoring.	Hannah Telling Leah Shapcott	Termly	Nil	New My Plans and Provision Maps will be devised and shared with staff. Staff will complete new formatted My Plans and Provision Maps, using the same terminology to assess progress on both documents.	
Staff will be supported to complete their My Plans to ensure smarter targets that are achievable in the time given. INSET session with all staff to support them in making smarter targets for My Plans and Pupil Premium Provision Maps.	Hannah Telling Leah Shapcott	Termly	INSET time with SENCo and Pupil Premium Champion	Children will have achievable small step targets that evidence their progress.	

<p>The Pupil Premium Champion and SEN co-ordinator will meet to monitor the smaller progress steps that Disadvantaged/SEND children make and challenge staff if necessary. This will be reported to the Headteacher and Governors.</p>	<p>Anne Hawkins Hannah Telling Leah Shapcott Governors</p>	<p>Termly</p>	<p>Nil</p>	<p>SEN and Pupil Premium Provision Maps and My Plans will be monitored by SENCo and Pupil Premium Champion.</p> <p>Pupil Premium data will be monitored by Pupil Premium Champion and reported to the Headteacher and Governors.</p> <p>Disadvantaged and SEND children achieve their small step targets and make at least good progress from their starting points, as evidenced on their My Plans and Pupil Premium Provision Maps.</p>	
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Following the audit this was deemed as a need for the school.

Equality objective

To improve the review and monitoring of the implementation of the Equality Policy.

Key strategies to address this

Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?	Impact
Create an equality web page on the website.	Mrs Owen	By end of February 2018	Hannah Telling to liaise with Lynette Owen	It will be monitored by Devon Audit Team Website will show that issues of Equality are important to the school. Parents asked for feedback on website.	
Regular review of school policies will ensure they do not have the potential to disadvantage people because of protected characteristic.	Miss Hawkins Mrs Telling Mrs Hills	Ongoing	Training for staff and Governors	Equality Impact Assessments are seen in the minutes of governing body meetings providing evidence that governors have considered the Public Sector Equality Duty. All policies will have a dated statement to show not only when the policy was reviewed but that it was assessed for impact on protected characteristics.	
The Equality Policy is shared regularly with staff to ensure they are familiar with all aspects of equality and their responsibilities to comply with it.	Miss Hawkins Mrs Telling		Directed time/ Inset/ training time for support staff.	Staff are aware of different forms of discrimination. Staff are aware of the term 'reasonable adjustments'. Governors will monitor this through their meetings and it will be evidenced in the minutes.	

<p>The annual consultations of stakeholders (parents, staff and governors) include an equality question to enable improvements in the schools provision for all.</p>	<p>Miss Hawkins Mrs Telling Mrs Hills</p>		<p>Cost for survey monkey for parent consultation.</p>	<p>Any issues raised can be addressed to ensure we are meeting the needs and making reasonable adjustments for any stakeholders. Governors monitor the parents and pupils consultations. SMT monitor the staff consultations.</p>	
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