

West Ham Church School Equality Objectives: 1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not

Date: JANUARY 2016

			Equality Strand (protected characteristic)									
Objective	Current situation	Result of objective	Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/ improvement plan	Actioned by: (date)
To identify all staff and children with disabilities	Prepare, issue and analyse disability questionnaire	4 staff identified. Risk assessments to be updated. Newly identified staff to have risk assessments carried out and OHP referral if required. Duties changed accordingly. Other staff aware of situation	X							SENCO	Vision SEN Policy Personnel Procedures Health and Safety policy	
To analyse data re: Pupil Premium, gender and ethnic difference in - school data.	Data being collated re A w/o L for reading, writing and maths	Analyse data. Interventions to be implemented or reviewed if necessary.		X	X					DATA TEAM	Vision Personnel Procedures	
To monitor and analyse the provision for different religions so that all feel included	Approx. 30% of pupils are Muslims. All religions respect each other.	Pupils of all religions report that they feel included.			X	X				RE CC	Vision SIAMs Personnel Procedures	
To improve communication between teacher, TAs, intervention staff and teachers	Staff liaise with each other, but it is not always consistent	Communication takes place between groups	X	X	X	X		X	X	SENCO	RE policy Vision Personnel Procedures	

To inform and educate parents on Autism	Outside provider is having weekly meetings with targeted parents to assist with their child's education and well being	Parents are more equipped and able to have a more harmonious home life and their child is helped to progress	X	X	X	X					SENCOs		
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Equality Objectives: 2. Foster Good Relations between people who share a protected characteristic and people who do not.													
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Objective	Current situation	Result of objective	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)	
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment				
To foster good relations between all disabilities	All are included and treated equally.	Paid leave for appointments. Authorised absence for children. Annual conference for SEN children	X								SLT	SEN policy Attendance	
To promote ethnic groups and equal opportunities for all genders and disability	Monitor clubs to ensure all ethnic groups, genders have the opportunity to join any club, i.e. football and sewing.	Boy and girls attended both clubs. Training offered to all staff	X	X	X	X		X	X	SLT	Equality policy Personnel policy		
To promote tolerance and integration through awareness of each other	There is a mutual respect for all.	Visit places of worship for all religions, for understanding of each other				X				RE	RE policy PSHE policy Vision		

Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by the Equality Act 2010

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			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternit y	Sexual Orientation	Gender reassignment			
To eliminate bullying of all types throughout the school	Staff aware of policies and procedures and report concerns by using appropriate documents	Current situation of minimal / rare bullying continues. We aim that all children feel safe at school.	X	X	X	X	X	X	X	SLT	Policies and procedures Vision	
To embed Thrive throughout the school to enhance emotional and social development	2 members of staff trained and in turn train school staff	Highlight any children that are vulnerable and use Thrive to eradicate problems	X	X	X	X	X	X	X	MN AND KJ	Thrive	
To raise awareness and work to prevent radicalisation	All staff and the Governing Body have been trained by external provider on PREVENT	All staff are aware of risk and know procedures to highlight any child / family that is a concern.			X	X				FLA	PREVENT	