

Field Junior School

Equalities Plan review Autumn 2016

We have – put in place an equality policy and an annual action plan available in school and on the website for all stakeholders

We will – consider ways to make communication of our policy and practice more user friendly

We have – monitored all children's achievement on a termly basis and identified suitable provision to improve outcomes

We will – continue to track progress and attainment for all groups to achieve the best outcomes (including opportunities for higher attaining vulnerable pupils)

We have – created opportunities for whole school topics to promote equalities awareness such as - disability week, Olympic and Paralympic themed work, anti-bullying week activities.

We will – review the PSHE curriculum to ensure we maintain an equalities focus through the school

We have – maintained a range of cultural events (including Chinese New Year, Eid and Diwali celebrations) at class and school level to foster awareness and understanding.

We will – continue to develop practice so that it reflects our diverse school community

We have – worked to achieve greater parental engagement by acting to address language barriers – 'Google translate' on website – interpreters for meetings / consultations where appropriate. Held small practical workshops for parents of SEND pupils to aid accessibility.

We will – consider other barriers to access for parents in supporting their child(ren)'s learning and seek solutions.

We have – looked at ways to identify and support young carers in our school community

We will – look for ways to identify family health needs and other protected characteristics that may impact on individual pupils

We have – worked with our partner schools to develop comprehensive transition arrangements from KS1 to KS2 and KS2 to KS3.

We will – review arrangements annually to ensure appropriate arrangements in place for all.

We have – monitored attendance and worked to achieve good attendance patterns for all – with support from the attendance improvement officer where appropriate

We will – continue to work to achieve good attendance for all with a focus on vulnerable pupils.

We have – had no exclusions

We will – maintain a positive learning environment and school community with an expectation of positive behaviour from all

We have – monitored behaviour, bullying and racist incidents termly – identifying and addressing any equalities issues and reporting termly to governors via the Head's Report

We will – work to maintain 'a happy school where learning achievement and respect are valued by all'