

Kislingbury CEVC Primary School

Equality Review 2015 - 2018

The Equalities Committee meet once a term in order to review the activities of the school in order to ensure that equality and diversity remain key. The committee includes the Headteacher, Equality Governor, parents and staff with SENCO responsibilities. The categories reviewed follow the legal protected categories and are reviewed in terms of activities taking place to prevent discrimination as well as activities which advance equality and diversity.

Protected Characteristics	Current activities in place to prevent unlawful discrimination, harassment and victimisation	Current activities in place aimed at advancing equality and diversity	Gaps identified	Actions identified	Actions taken
Race	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority Racist incident log, reviewed regularly by Pupils and Personnel Committee School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 	Links to other communities and schools to widen our children's views and wider perspective.	<ul style="list-style-type: none"> Global Learning Partnership Links being made to Indian school (Nov17) Broader links now part of SDP (School Development Plan) Links to Northampton town school through the Diocese – Special project (Nov 17) 	<ul style="list-style-type: none"> Staff member has completed Global Learning Partnership training Diwali day and participation in Diwali parade in Northampton Oct 17
Disability	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others Provision maps 	<ul style="list-style-type: none"> Parking – lack of space for children or visitors with physical disabilities to be dropped off close 	<ul style="list-style-type: none"> Invite specialist group or organisation to audit and advise on disability access 	<ul style="list-style-type: none"> Cost of this is prohibitive. Accessibility Audit carried out and

	<ul style="list-style-type: none"> • School has a range of knowledge at Governor level • Special Educational Needs Policy 	<ul style="list-style-type: none"> • Accessibility Audit conducted and reviewed 	<p>to the school, with sufficient space around the vehicle for wheelchairs etc</p> <ul style="list-style-type: none"> • Lack of private space for children who may require physio, personal hygiene support etc • Delays in getting help for pupils who need it in a timely fashion eg Educational Psychologists 	<p>and suggest improvements.</p> <ul style="list-style-type: none"> • Consider curtains for the first aid room window • Look into having disabled parking space put into car park • If possible, pre-book a number of dates over the year to ensure visits 'termly' 	<p>reviewed internally</p> <ul style="list-style-type: none"> • External access consultant visited the school through links with a family and provided a review with Mr Tyler and Mrs Lewis • Decision made not to have curtains due to safeguarding concerns. Will review if needed • Having investigated, decision taken not to install disabled parking space at this time. Will revisit if specific need arises • A number of specialist support slots
--	---	--	--	--	--

					<p>have been prebooked</p> <ul style="list-style-type: none"> • Five days per year prebooked by school with other cluster schools
Sex	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others • School Council has 1 boy and 1 girl from each class to ensure equal representation • Male relatives day • Request for more male readers to provide more equal representation 	<ul style="list-style-type: none"> • It was felt that there is a lack of male role models at the school. 	<ul style="list-style-type: none"> • Try to attract more male readers of all ages. Consider contacting Quinton House and Champion to enquire if any potential 6th form readers 	<ul style="list-style-type: none"> • Have reached out to KOFS and via Kislingbury News. • Male teacher employed Sept 17 • A few dad have come in to read but an ongoing action
Gender Reassignment	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 		<p>New Diocesan guidance in November 2017</p> <p>P and P committee to review Safeguarding, equality, behaviour and anti-bullying policy in light of the new guidance.</p>	<p>To be reviewed January 2018 meeting</p>

Pregnancy and Maternity	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 			
Age	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others School Council has representatives from each year, with Reception views being collated and conveyed by Year 6 Buddy system helps to promote positive links between children of different ages Links to KOFs 	<ul style="list-style-type: none"> It was felt that further action could be taken in this area to continue to improve 	<ul style="list-style-type: none"> Improve links to local playgroup and to KOFs 	<ul style="list-style-type: none"> KOFs and playgroup have been to visit the school and visits have been made by staff and pupils to both groups EYFS children now do an annual community project
Religion and Belief	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others School follows county rules 	<ul style="list-style-type: none"> More proactive activities to raise awareness of other faiths 	<ul style="list-style-type: none"> More events to celebrate key days of other faiths Links being made to Indian school (Nov17) 	<ul style="list-style-type: none"> Two assemblies planned Visits arranged as part of RE studies for pupils to visit

				<ul style="list-style-type: none"> • NT to discuss with staff and get ideas and feedback • Visits and visitors to other places of worship 	<p>local mosque and synagogue</p> <ul style="list-style-type: none"> • Diwali celebration and workshop October 2017 • Diwali Parade in Northampton
Sexual Orientation	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 		<p>New Diocesan guidance in November 2017</p> <p>P and P committee to review Safeguarding, equality, behaviour and anti-bullying policy in light of the new guidance.</p>	<p>To be reviewed January 2018 meeting</p>

KEY: Green = actioned/completed

Amber = ongoing action

Red = Not going ahead

Latest Update / Review – Thursday 23rd November 2017 – Neil Tyler and Mrs Julie Rowley (SEND and Equalities Governor)