


Equality and Diversity – including Disability, Sex, Sexual Orientation, Gender reassignment, Pregnancy and Maternity, Race, Religion & Belief

Target Holder

JM

Date

Sept 2017

Action Points	Action Leader	Action Dates	Others involved	Costs /Resources	Monitored by... When?	In-place	Impact
<p>All pupils, regardless of protected characteristic are supported to achieve their academic potential</p> <ul style="list-style-type: none"> Continue to monitor achievement in relation to race. KS3 and GCSE data in relation to gender, ethnic and SEND is collected and distributed by the data manager to AHT and SLs SLs and class teachers to analyse termly/yearly data and create actions to alleviate ethnic, SEND and gender imbalance. Appropriate actions will be taken to redress the imbalance. AHT to analyse whole school data and create action points/ interventions to alleviate any negative trends in relation to these characteristics. 	SF HW SLs SLT	Sept 2017/18/19	All staff	Analysis - ongoing	SF– July 2018/19/20	Sept 2017	Data is analysed in relation to protected characteristics. Actions taken to alleviate negative trends to ensure reduced underachievement or gaps are narrowed.
<p>Curriculum and activities in school (e.g. assemblies) continue to address issues of race, sex, gender, gender reassignment, religion and belief and promote equal opportunities in relation to disability, gender and pregnancy and maternity.</p> <ul style="list-style-type: none"> Curriculum developed to address culturally diverse societies at all scales (local, regional, national and international). PD days developed – international themes. Programme of assemblies and morning tutorials which addresses these issues – use of visitors. Ensure resources portray race, gender (inc transgender) disability, sexual orientation, gender reassignment, religion & belief in a positive and non-stereotypical way Use of provision mapping to access equal opportunities/access to events in school. Actions follow. 	JM LR LDo PWi HOY SLs	Ongoing	HW All Staff	Curriculum devt time	JM / LR/ PWi annually	Sept 2017	Increased student awareness surrounding issues relating to protected characteristics. Increased awareness of staff to address these issues in a positive way.
<p>All Staff and governors are aware of their responsibilities in relation to the protected characteristics</p> <ul style="list-style-type: none"> Staff, through inset training & meetings (SLs) reminded of their responsibilities Access to Hetton School Equality, diversity and Community Cohesion policy on B-Drive 	JM CKn	Ongoing	All Staff	Staff meetings	JM– July 2018/19/20	Sept 2017	Increased awareness of staff to address these issues in a positive way. Staff aware of their responsibilities through access and training.
<p>New staff are aware of their responsibilities in relation to the protected characteristics.</p>	KM	Sept 2017	CK/JM	Meeting time	KM annually	Sept 2017	New staff aware of responsibilities in relation to protected characteristics.
<p>A nominated person(s) is identified for reporting bullying incidents in relation to sex, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion and belief.</p> <ul style="list-style-type: none"> All staff and students are aware of who to report to regarding bullying Posters displayed to promote the reporting of incidents 	CD/CA JM CK	Ongoing	All Staff	Staff meeting time	JM, PM annually	Sept 2017	Students and staff are aware of who and how to report incidents of bullying in relation to race religion and belief – accurate reporting.
<p>System in place to record and investigate incidents in relation to protected characteristics (staff & students)</p> <ul style="list-style-type: none"> Refresh staff through training the procedures that are in place for recording incidents 	CD JM	Ongoing	HW	Staff meeting / Inset time	JM annually	Sept 2017	Staff are aware of who and how to report incidents of bullying on class charts system (formerly sims) - used for accurate reporting and data.

Last monitored July 2018 JM



Hetton School

Equality

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<ul style="list-style-type: none"> Sims system used effectively by all staff to record info– Refresh inset CD 							
<p>The number of racist incidents and bullying are recorded in the school log.</p> <ul style="list-style-type: none"> Person responsible for reporting ensures numbers collated and reported annually 	JM CK	Ongoing	Governors		CK annually	Sept 2014	Record of incidents logged and actions taken by observed trends in data. Pastoral team to respond by themed assemblies and support.
<p>Equality of access to the curriculum regardless of disability, gender, pregnancy and maternity, sexual orientation and gender reassignment.</p> <ul style="list-style-type: none"> Review of curriculum annually by AHT to ensure equality of access Annual reviews of option process which are clear and transparent where pupils can opt regardless of disability Positive support of pupils wishing to access a non-traditional curriculum path Positive environment of support (peer mentors/ pastoral support/identified mentors) for students when need identified Facilities such as changing rooms and toilets to meet the needs of gender and gender reassignment. 	SF CK	Ongoing	SLs Parents	Curriculum review time	CKn annually	Sept 2017	Equality of access to the curriculum regardless of disability. Students supported to follow chosen curriculum path.
<p>Enrichment activities in school to promote and raise the profile of sex, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion and belief.</p> <ul style="list-style-type: none"> Engaging with groups from diverse backgrounds. Enrichment days /activities in school Tanzania expedition/ Cambodia Expedition/ China visit/ New York visit 	LP LR LDo JCh	Ongoing		Time for activities	JM annually	Sept 2017	Students participate in activities which promote and raise the profile of protected characteristics
<p>Support and have an understanding of those with specific religious beliefs</p> <ul style="list-style-type: none"> Have procedures in place to allow pupils to opt of religious assemblies and RS lessons due to belief. Creation of a uniform policy which ensures it does not discriminate students on religious grounds (taking account our profile) 	JM	Ongoing	CK	Policy development time	JM Annually	Sept 2017	Policy in place that supports students on religious grounds and procedures reviewed and in place.
<p>Applicants for posts recruited by ability and suitability for post</p> <ul style="list-style-type: none"> HT and governors up to date with training in relation to recruitment and retention of staff 	CK	Ongoing	Governors	Training if required	Reviewed annually by CK	Sept 2017	Fair recruitment procedures in place