

**Hornton School  
Equality Policy Impact statement January 2020**

The Warriner Multi Academy Trust's Single Equality Policy has 2 key equality objectives, and the policy outlines in detail what we will do to achieve them. The equality objectives are:

- **To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.**
- **To ensure progress of our children is not hindered by inequality.**

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

This year at Hornton Primary School we have done the following *to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice:*

- Promoted the positive views of different groups through planned assemblies, visiting speakers and classroom learning opportunities
- Reviewed our behaviour, Anti-bullying and SEND (Special Education Needs and Disability) policies
- Communicated with parents via weekly bulletin, emails, parent's evenings, phone calls and the school website, making extra effort to contact parents who might need support with communication, e.g. accessible timings for meetings, no internet access, etc.
- Encouraged specific groups to participate in extra-curricular activities such as sports clubs, sporting events, and enrichment activities
- Ensured that no pupil is excluded from opportunities such as trips and extra-curricular activities where hardship is a potential barrier, through use of pupil premium and other funds.
- Worked with outside agencies to deliver a curriculum that that allows all children to participate.
- EHCPs (Education, Health and Care Plan), SEN Support Plans and individual health care plans to support pupils within school
- Monitored attendance
- Encouraged positive relationships and shared strategies through curriculum and wellbeing workshops
- Appointed an Equality and Diversity Lead
- Reviewed the content of our library/classroom literature to ensure that it reflects all kinds of relationships/families
- Reviewed the content of our PSHE curriculum to include content to promote equality

This is how we've measured the impact:

- Consulted with parents about bullying and our ability to deal with incidents and support for SEND as part of our annual survey
- Monitored incidents of bullying
- Put strategies in place to minimize gaps identified. These are bespoke depending upon the identified need
- Data progress reviews 4 times a year for identified vulnerable groups including SEND

The schools in the Warriner Multi Academy Trust will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and student are familiar with our Equality Policy, the objectives in it and what it means in practice.

**Approved by the Governing Body on 23<sup>rd</sup> January 2020  
To be reviewed January 2021**