

Hornton School

Equality Policy Impact statement January 2021

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:

- Reviewed our curriculum delivery to create more opportunities for children to generate their own understanding of human rights and the impact of inequality
- Celebrated the lives and achievements of lesser-known individuals who have had a positive impact on the world
- Positively promoted and valued the views and the aspects of life of different groups through planned assemblies, visiting speakers and classroom learning
- Celebrated and learnt about the human rights
- 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.
- Implemented and reviewed, EHCPs (Education, Health and Care Plan), SEN Support Plans and individual health care plans to support pupils within school
- Monitored attendance
- Encouraged positive relationships through our pastoral curriculum and nurture groups
- Appointed an Equality and Diversity Lead

This is how we have 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 reduce identified gaps in learning. 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 Academy Committee on 14th January 2021

To be reviewed January 2022