

Review of Equality Objectives – November 2020

To continue to develop staff expertise in supporting pupils with Special Educational Needs and Disabilities

Staff Meetings:

- Supporting behaviour in school (SEMH Outreach Team) – 2.9.19; 11.9.19; 8.1.20; 5.2.20
- Selective mutism (SM Specialist SaLT) – 17.9.19
- Sensory Circuits (CNT) – 2.10.20
- TEACCH Training for some staff members (CNT) – 8.10.20
- Managing Fears and Worries in School Pupils (Bromley Wellbeing) – 9.10.20
- ASD in Girls (Riverside School) – 28.1.20

Evaluation:

Staff are constantly developing their knowledge of meeting the needs of pupils with SEND through formal and informal meetings in school with SLT, SENCO, outside professionals.

CB identifies training opportunities for individual staff members to meet specific needs of pupils in school e.g. Selective Mutism/Social and Communication Difficulties/Sensory Circuits/Dyslexia/etc

Next Steps:

Staff Training on Dyslexia/Differentiation/Understanding EHCPs

To promote cultural understanding through a wide range of experiences both in and beyond school

Staff Meetings:

- The Curriculum at Raglan, including Drivers and Cultural Capital (In house) – 6.11.20
- INSET Day – The New Curriculum (CSAT) – 6.1.20

- Developing a Curriculum Model at Raglan, including Cultural Capital and Diversity (in house)
- INSET Day - The Curriculum, with updates from all subject leads and focus on diversity and cultural capital within each subject area (in house) – 4.9.20

Evaluation:

Cultural understanding has been focus of any curriculum discussions in school to raise staff awareness and make diversity a key thought for teachers when planning lessons, trips, visiting speakers, etc.

Class and whole school assemblies use opportunities to share cultural experiences of children in school

Next steps:

Continued discussions around improving curriculum opportunities

Celebrating diversity beyond the curriculum

To develop an understanding of 'un conscious bias' and how it may influence our behaviours

Staff Meetings:

- KM/CB/SC – Unconscious Bias Training Webinar – 27.5.20
- Diversity Training – 2.11.20
- Diversity Working Party meetings – 19.10.20

Evaluation:

Working party meets to discuss views of BAME staff members to enhance understanding in school.

Recently appointed a Diversity Lead in school with actions identified in PM meeting with DHT

Recognise need to create ethos of openness in school for people to air views and concerns in a safe and non-judgemental environment.

Next steps:

- Share feelings from Working Party with all staff
- Create forum for Pupil Voice in school
- Further develop staff awareness and open forums in which to share experiences and views.

To review levels of parental engagement in all aspects of school life to ensure equity and fairness in access and engagement**Evaluation:**

Parental questionnaires show mixed views of parents regarding access to learning (particularly remote learning from March to July 2020)

Parent Forums not well attended – why is this?

SEND reviews with parents positive about opportunities for children with EHCPs.

Parents evenings well attended with positive feedback from majority of parents.

Next Steps:

More formal reviews for parents of children at SEND Support.

Parent questionnaires about wider opportunities in school.

Review of Parent Forums or alternative way of engaging parents in decision-making