

Ysgol Ty Coch EQUALITY OBJECTIVES

The equality objectives contained within this current four year action plan were identified and prioritised via impact assessment procedures, including the related consultation and engagement processes, for the review of all our existing policies and practices undertaken between June and December 2011.

Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators
Protected Characteristics	To promote messages and positive role models across all protected characteristics and increase participation and achievement within these groups Publish and promote Equality Policy through school website, newsletters, staff meetings	Specific question regarding equality to be added to parent survey. Invitation for parents to respond to published document	HT, GB	By July 2012 Annually thereafter	All staff familiar with principles of the policy and use them when planning lessons, creating classroom displays Parents are aware of policy and have communicated interest / amendments
Protected Characteristics	Monitor and analyse pupil achievement by protected characteristics act on trends / patterns in the data that require additional support in order to support individuals.	Achievement data analysed by protected characteristics	HT, SMT	6 weekly in pupil tracking	Analysis of teacher assessments/ annual data indicates the data for equality groups
Protected Characteristics	Ensure the curriculum promotes role models and heroes that young people positively identify with which reflect the school's diversity	Increased pupil participation, confidence and achievement levels	Curriculum leaders	Sept 2011 – Sept 2013	Increase in participation and confidence of targeted group
Protected Characteristics	Ensure that all displays in classrooms and corridors reflect the diversity of the community we serve	Increase in pupil participation, confidence and positive identity – monitor through PSHE/Wellbeing	HT, Phase Leaders	On-going	More diversity reflected in school displays across all year groups
Protected Characteristics	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school eg through involvement in the school council, class council,	School Council representation monitored by race, gender, disability	All staff/ MB	On-going	More diversity in school council membership

Ysgol Ty Coch EQUALITY OBJECTIVES

The equality objectives contained within this current four year action plan were identified and prioritised via impact assessment procedures, including the related consultation and engagement processes, for the review of all our existing policies and practices undertaken between June and December 2011.

Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators
	by election or co-option, class assemblies etc.				
Racial Equality	Ensure racial incidents are reported, monitored and acted upon effectively	The HT and Governing Body will assess the impact of the school's response to incidents i.e. have whole school/year group approaches led to a decrease in incidents, can repeat perpetrators be identified are pupils/parents satisfied with outcomes?	HT, GB	Reporting Oct. March, June	All staff aware of and respond to racist incidents Consistent nil reporting is challenged by G Body
Gender Equality	Introduce initiative to encourage a fair gender balance in sensory activities participation rates more reflective of school population	Increased participation of girls in school and extra-curricular activities	All staff	Sept. 2011 – July 2012	Gender balance of groups monitored
Disability Equality	Promote Governor vacancies with leaflets in accessible formats and specifically welcoming applications from disabled candidates	Monitoring of applications by disability to see if material was effective	GB	Nov. 2011	Increased number of applications from disabled candidates. Increased number of disabled GB members
Racial	Celebrate cultural events throughout the year to increase pupil and community awareness of different ethnic groups and beliefs Involve representatives from a range of these to participate in our celebrations	Survey of participant and stakeholder	GB, SMT	Sept 2011 – July 2012	Increased awareness of different communities, beliefs and ethnicity as evidenced via survey analysis

Ysgol Ty Coch EQUALITY OBJECTIVES

The equality objectives contained within this current four year action plan were identified and prioritised via impact assessment procedures, including the related consultation and engagement processes, for the review of all our existing policies and practices undertaken between June and December 2011.

ACCESSIBILITY PLAN					
Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators
Access to curriculum	To increase access to the curriculum and physical environment through the delivery of the School's Accessibility Plan	Monitor via pupil progress and annual meetings	, HT, SMT , TLRs	On going	Pupils make progress from starting points
	To increase access to alternative communication systems for pupils	School's monitoring policy	SMT, DR	On going	Pupils make progress from starting points
	Teachers work collaboratively with outside agencies and advise support staff accordingly	School's monitoring policy	SMT	On going	Pupils make progress from starting points
Access to Physical environment	Needs of all stakeholders with disabilities will be taken into account in planning and undertaking refurbishment of skills centre, disabled access to all areas.	Plans and accommodation include adaptations	Local Authority, GB, HT, Site Manager	Sept 2011 – Feb 2013	Easy access to physical environment
	Clear signage in all areas of the school	Termly check	Site Manager	On going	Easy access to physical environment
Access to written environment	Visual support in place in all areas of the school	Termly Learning Walk	, HT, DHT	On going	Clear and accessible written/pictorial information for all learners
	User-friendly language in place for all communication	Parental feedback	HT, SENCO	On going	Clear and accessible written/pictorial information for all learners

Ysgol Ty Coch EQUALITY OBJECTIVES

The equality objectives contained within this current four year action plan were identified and prioritised via impact assessment procedures, including the related consultation and engagement processes, for the review of all our existing policies and practices undertaken between June and December 2011.

	Communication translated into main community languages	Parental feedback	HT, SENCO	On going	Clear and accessible written/pictorial information for all.
Inclusion	School have employed a teacher one day a week to support pupils inclusion into mainstream school	Regular meetings with school and staff	LM, DH	On-going	Reports between schools and parents