



## Annual Equalities Report- September 2018

This report is to describe how well we have met the General Duties in the Equality Act over the last twelve months to:

1. How we promote equality of opportunity and outcome between people of different protected characteristics
2. How we tackle discrimination, harassment and victimisation against people from different protected characteristic
3. Information relating to the Specific Duties in the Equality Act particularly to those Duties relating to Training, Assessment of Impact, Collection and Use of Equality Data (including Employment Data and reporting of pay by Gender) and our Strategic Equality Plan.

## Promotion of Equality

### Disability:

As a Special School everything we do is focused on promoting the Education and Welfare of pupils with learning difficulties. Our building is fully accessible.

- Where pupils have additional sensory impairment school consults with peripatetic Sensory Impairment teachers and implements their recommendations- for example using microphone to hearing aid systems.
- Where pupils have additional physical disabilities school works with the Integrated Service for Children with Additional Needs (ISCAN) including with Occupational Therapists (OTs) and Physiotherapists.
- Where pupils have additional health needs significantly impacting their life over a period of one year- and therefore qualifying under the definition of disability- school works with the school nurse (also part of ISCAN).

### Racial Equality:

School monitors any incidents of racial hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the racism. Samuel Laycock's curriculum includes a planned programme of learning about other people and cultures through our "Social World" programme of learning in addition to our Personal, Health, Social and Citizenship Education cycle of learning.





## Gender Equality:

School monitors any incidents of gender hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the sexism. Samuel Laycock's curriculum includes a planned programme of learning about other people, including family and gender based issues, through our "Social World" programme of learning in addition to our Personal, Health, Social and Citizenship Education cycle of learning.

## Anti-homophobia:

School monitors any incidents of homophobic hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the homophobia. Samuel Laycock's curriculum includes a planned programme of learning about other people, including sexual orientation, through our our Personal, Health, Social and Citizenship Education cycle of learning.

### ➤ Identifying and Tacking Discrimination

2017-18

	Evidence Stream	Evaluation	Action taken	Impact
<b>Disability</b>				
Pupils	Pupil achievement data by department CPOMS monitoring	3 verbal incidents on CPOMS	Perpetrators received additional education about disability equality	No repeat incidents
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
<b>Race</b>				
Pupils	Pupil achievement data by EM cohort CPOMS monitoring	2 verbal incidents reported on CPOMS	Perpetrators received additional education about racial equality	Ongoing work to improve one pupil's understanding.
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
<b>Gender</b>				
Pupils	Pupil achievement data by Gender CPOMS monitoring	No discrimination detected	None necessary	NA
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
<b>Anti-Homophobia</b>				
Pupils	CPOMS monitoring	2 verbal incidents reported on CPOMS	Perpetrator received additional education about anti-homophobia	Incidents in March and April
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA





## ➤ Specific Duties

Training: All training that we undertake is designed to support our pupils- all of whom have a disability. Training completed this year includes:

Training Area	Equality relevance	Initial evaluation	Long term impact
FLASH outcomes	Disability- cognition	Good	
	Disability- ASC	Good	
Behaviour Policy	Disability- SEMH	Very Good	
Attachment disorder	Disability- SEMH	Very Good	
Active Learning	Disability- cognition	Very Good	

## Equality Pay Data

Grades	Total	Female	Male	EM	Disabled	GLBT
All staff	49	42	7	0	0	N/K
Up to F	28	26	2	0	0	N/K
F-I & M Teacher	6	5	1	0	0	N/K
UPS Teachers	10	7	3	0	0	N/K
Leadership Scale	5	4	1	0	0	N/K

## Strategic Equality Plan

The Head of School has overall responsibility for this plan.

Continue to:

- Maintain our definition of best practice through a rolling programme of policy review
- Gather evidence to identify any possible instances of discrimination
- Act to stop any discrimination identified through a solution orientated approach that would also identify any underlying causes- eg inadequate general education, structural barriers etc
- Where action is necessary measure the impact to ensure that it has been successful in eliminating the discrimination targeted.

