



The Richard Clarke First School

Public Sector Equality Duty (PSED)

How is Richard Clarke complying with the PSED?

Sept 2014- July 15	Compliance activities:	Annual Impact:
Eliminating discrimination and other conduct that is prohibited by the act	Reviewed anti bullying policy June 2015-new child friendly version to be written October 2014 Disability Awareness Week Governor Challenges: Have we got any displays that promotes a positive image of disability (Paralympics etc)?	Pupil voice 15.5.15 reported a good understanding of what bullying is and all pupils said we don't have bullying just occasional people being mean. Parent questionnaire 95.5% parents agreed that RCFS deals well with bullying 100% said their children feel safe. Children showed increased understanding regarding disability awareness.
Advancing equality of opportunity between people who share a protected characteristic and people who do not share it	Autumn term 2014 purchased DF cream exercise books and whiteboards. 28.4.15 Dyslexia Friendly Full Status renewed. Support for pupils with SEN evidenced through intervention/TA timetables. SLCN/ASD key learning project-training from Fountains Special School. Governor Challenges: Any additional action taken to promote girls or boys attainment in some area?	Dyslexia friendly classrooms SEN pupils making significant gains. Staff preparedness to better support/teach pupils with SLCN/ASD needs in the future. Preparation for advance dyslexia friendly status.
Fostering good relations across all characteristics	Activities this year aimed to reduce prejudice and increase relationships between diverse groups: Curriculum work in RE/geography/history/PSHE. Assembly themes.	Pupil voice mechanisms report children's developing understanding on equality and diversity. Nil returns on racist incidents.



	<p>October 2014 Disability awareness week. June 2015 Y2 exchange visit to Grove School, Handsworth, Birmingham. July 2015 Reception class joint trip to Goat Lodge with Shobnall Primary, Burton.</p> <p>Governor Challenges: Any displays that support a positive view of diversity? e.g. photos of the above?</p>	
<p><u>Equality objectives</u></p> <ul style="list-style-type: none"> •To provide a rich and varied menu of after school clubs to include sporting and non-sporting activities for all pupils in order to ensure equality of opportunity for boys and girls. •To establish an e-safety committee to raise awareness of cyber bullying and possible reasons for its consequences to children and parents with particular attention paid to the needs of pupils with a SEND. 	<p>6 different non-sporting clubs were offered over the year. 8 different sporting clubs were offered over the year including dance and martial arts. Clubs were open to all pupils and 100% of SEN pupils attended at least one club. E-safety committee formed. E-safety week in school and e-safety play to raise awareness.</p>	<p>Pupil voice 15.5.15 reported they loved rugby, forest school, gardening and football. Parent questionnaire was positive about club provision. Pupil voice 15.5.15 KS2 were very informed and knowledgeable about how to stay safe on line. All children aware of what to do if feeling bullied.</p>

Equality Objectives Sept 2015 – July 2016

- 1) Extend strategies used to promote SLCN/ASD friendly environment in YR to rest of the school**
- 2) Increase pupils awareness of other ethnicities by ensuring displays reflect ethnic diversity**

Accessibility Plan 2015-2019

1) Improving the Curriculum Access at The Richard Clarke First School

Target	Strategy	Outcome	Timeframe	Achievement
Policy review	As curriculum policies are renewed school will consider relevant information to increase its ability to eliminate discrimination and enable equal access via reasonable adjustments.	Policies that are fully compliant with the PSED Fully inclusive school where the curriculum fosters good relations.	On going	Behaviour policy amended to promote use of reasonable adjustments for pupils with SEND. Link Governor policy and briefing makes reference to equality of access to the curriculum.
All out-of-school activities are planned to ensure the participation of the whole range of pupils.	Review all out-of-school provision to ensure compliance with legislation.	All out-of-school activities will be conducted in an inclusive environment with providers that comply with all current and future legislative requirements.	On going	Increase in access to all out of school activities for all pupils.
Classrooms are optimally organised to promote the participation and independence of all pupils	Review and implement a preferred layout of furniture and equipment to support the learning process in individual class bases with specific attention paid to the needs of pupils with SLCN and those on the autism continuum.	Well organised classroom where all children can access resources and support their own independent learning.	On going	Increase progress of all pupils in gaining academic and social success.
Training for Awareness Raising of SLCN/ASD	Provide training for governors, staff, pupils and parents. Discuss perception of issues with staff to determine the current status of school.	Whole school community aware of issues relating to SLCN/ASD SLCN/ASD friendly classrooms and environment.	2015-16	Society will benefit by a more inclusive school and social environment



Achieve Dyslexia Friendly Enhanced status	Complete audit and action plan to fill any gaps school has.	Enhanced Status	2016	Communication friendly environment
Develop use of iPads to support access to the curriculum	Introduce selected APPs to support children with SEND learning. Develop use of Launchpad to support reading/home-learning	Increased use of technology to support all children's access to curriculum	2015-17	Impact of technology measured

2) Improving the delivery of written information at The Richard Clarke First School

Target	Strategy	Outcome	Timeframe	Achievement
Increase availability of resources for pupils to 'read and write' using alternative methods.	<ul style="list-style-type: none"> • Talking tins • Ipads • Read aloud software • Spell checkers • Use of scribes 	Reading and writing will be less of a barrier to achievement	On going	Pupils attain higher levels of confidence and success in recording their learning.
<p>Make available school brochures, school newsletters and other information for parents in alternative formats.</p> <ul style="list-style-type: none"> • Improve website to include pupil voice (see Lamberth wesite) • Investigate parents read aloud support. 	Review all current school publications and promote the availability in different formats for those that require it	All school information available for all	On going	Delivery of school information to parents and the local community improved



Staff training on 'blank levels'	Training from Libby Hill	All school staff able to accurately assess children's ability to access language.	2015-16	Staff able to communicate to children at an appropriate level.
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3) Improving the physical access at The Richard Clarke First School

Item	Activity	Timescale
Accessible car parking	Bays to be signed and information to be communicate how to access school site via the website and signs	By 2016
SLCN/ASD friendly classrooms	Create 'quiet/distraction free' space provided in classrooms. Create consistent visual timetable and visual clues throughout school.	Rec 2015-16 Y1 2016-17 Y2/3/4 2017-19
New doors	Widen front door. Ensure access is secure and accessible	2015
Accessible toilet	To provide one unisex accessible toilet	By 2019