

Inspire - Enable - Achieve



Booker Park School Equality Objectives

Revised April 2018

This policy was adopted on April 2018

The policy is to be reviewed by March 2021

Equality & Cohesion Action Plan April 2018-March 2021 Booker Park School

ISSUE	ACTION	WHO	WHEN	INTENDED OUTCOME
Eliminating discrimination, promoting equality and celebrating diversity	MASKS FOR MASKS Day	MASKS PTA	Autumn term - annually	Promote awareness in mainstream schools and other settings in order to eliminate unlawful discrimination.
Preventing and dealing effectively with bullying & harassment	Monitoring reports on BW identifying interventions. Take action as required.	HoS	Termly reporting to governors	Prevent incidents of bullying.
Listening to pupils, staff, parents and others	Parent/pupil surveys. Parent survey re communication	HoS Marketing Officer	Annual survey Summer 2018.	Understand parent and pupil views which will inform SDP All parents communicated with in effective way that suits parents' needs.
Developing the curriculum	Review procedures and risk assessments for school visits to meet needs of all pupils. Oak dept curriculum review Development of bespoke Curriculum for Kookabura class	HoD School Nurse input Lead Curriculum & HoD Oak P/HoS/HoD Linden	As visits planned at initial planning stage Summer term 2018 Summer 2018	All school visits accessible to all – no one excluded due to disability. Appropriate curriculum in place for new dept. Needs of 4 pupils met in order to avoid permanent exclusion.
Equalising opportunities				
Informing & involving parents & carers	Parent workshops	HoD – JB/BL	Termly	Parents receive guidance and training to support their children's learning
Welcoming new pupils & helping them to settle in effectively	Home visits for new pupils in EYFS	HoD EYFS	Summer term	Smooth transition. Happy children autumn 2018 + staff familiar with pupils.
Addressing the full range of learning needs				
Supporting learners with particular needs				

Making the school accessible to all	Provide suitable playground equipment and outdoor learning spaces	P	Phased plan Summer 2016-summer 2019	Address obesity and increase pupil activity at playtimes. Provide outdoor learning, including outdoor classroom (BP), in addition to indoor classrooms.
Ensuring fair & equal treatment for staff & others				
Encourage participation of under-represented groups	Girls Group established. ELSA related activities	SG Off-JD	Start summer 2018 Review autumn 2018 when more than one girl in a class	Friendship opportunities across the school – girls identified through pupil and parent views.
Monitoring & Evaluating the policy	Report to governors Report to parents through annual report	Gov P	Summer term	Plan progresses