



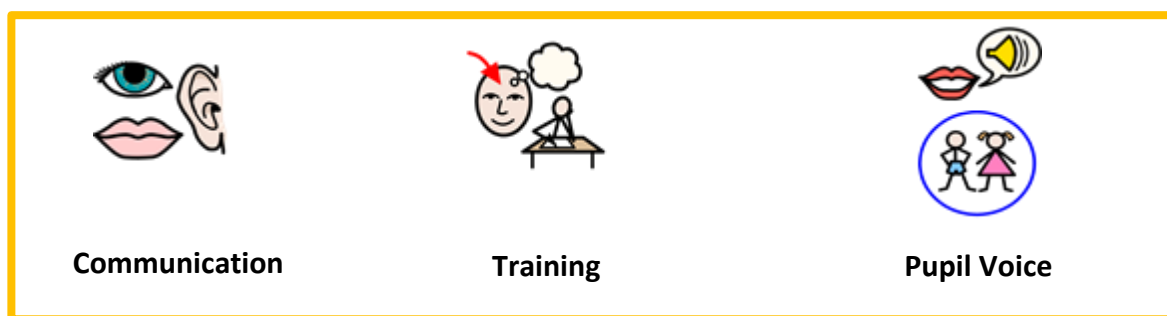
Equality Statement

The Vale Federation of Schools, Booker Park and Stocklake Park, is a Total Communication Environment, this approach values and uses all methods of communications that everyone we support can communicate, understand and be understood. We are committed to promoting equality and celebrating diversity within the school and the wider community. The Governors and staff at The Vale Federation has developed a school ethos based on respect and understanding of all gender, race, religion, belief, age, disability and sexual orientation and aim to provide equal opportunities for all.

Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Our Equality Objectives focus on three key areas



Communication

Communication is a basic, fundamental human right that allows all people to achieve independence, make their own choices and to be included within their community

We aim to continually develop a Makaton signing environment, to ensure that all staff and children can communicate effectively.

Our rationale for this is:

- Signing helps focus a child's attention on the speaker
- It helps staff and children alike to slow down their speech
- It provides additional visual cues to aid understanding and processing of information
- Staff will provide a model for pupils who are developing expressive use of signs
- Pupils with a hearing impairment may be totally dependent on signing
- Consistency of approach across Buckinghamshire (Informed by parent voice)

We aim to promote the use of signing across our school. We will promote signing taking place within

- The classroom
- Outdoor play
- School assemblies
- Times of transition
- Lunch time clubs
- After school clubs



Training

We are committed to ensuring that all staff have the knowledge and skills to support our aim of a whole school Total Communication approach. Regular sessions led by members of staff who are qualified Makaton trainers to support staff in developing their signing skills. Communication is a regular item on new staff induction, training days and during twilights sessions for all staff across the Federation. The SaLT team deliver specific 'coaching' sessions for individual class teams, to help them effectively support the communication of the children in their class.

Pupil Voice

We aim to:

- Facilitate the social inclusion and well-being of our pupils/students
- Support communication skills in order to prevent and deal with subsequent behavioural issues as we support the concept that all behaviour is a form of communication
- Support and help our children to find a way to express themselves using good levels of functional communication
- Ensure that every child's individual communication system(s) are used consistently by all staff across the Federation

The annual targets relating to our Equality Objective are available in the School Development Plan.