

Equality Plan 2017 -19

Equality Objectives Statement

Chellow Heights is committed to ensuring equality of provision throughout the school community. To achieve this, our equality objectives 2017 - 2021 are as follows:A

1. **To promote understanding and respect for differences.**
2. **To improve understanding of communication for pupils with different communication needs**
3. **To improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition**
4. **To provide training for all staff and governors on equality and diversity**
5. **To act as role models for disability through community champion work.**

You can download our equality policy from our policies page

Actions to promote Equality 2017-21

1. **To promote respect through difference through our work in SMSC & RE particularly through different festivals and special celebrations as whole school events (half termly)**
2. **To use communication profiles to identify pupils with different communication needs and support staff to understand and use these systems (communication team / TLRs)**
3. **To support the growing number of pupils N2E through identifying differences in understanding through home language and English (annual language assessment for N2E pupils)**
4. **Annual training for governors and staff on equality and diversity including updated school profile**
5. **Continue to develop our 'community champions' work through Chellow Beats, Chellow Chicks and to re-establish Sign and Sing community group and our Call and Response Group. Extending this to work with other DAP schools and work working on Year 2 of our Musica Spectacular as a Special Schools joint district community performance over two nights.**

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Aim	Action	WHO	COMPLETION	RESOURCES & COST	IMPACT
1. To promote understanding and respect for differences.	1. Review celebrations and link to pupils in school	SLT	July 2018	Staff meeting time	Pupils and Families feel valued and represented – wider range of ethnicities in school recognised
2. To improve understanding of communication for pupils with different communication needs	1. Review types of AAC that are required and need support – particularly low and High Tech devices 2. Staff training in different communication systems – needs and training dates identified 3. communication Champions identified	Communication Team Communication Team All	September 2018 Sept 18 Jan 18	Time with SJC Consultant Staff preferences questionnaire + confidence questionnaire	All pupils have their right to a communication system recognised and staff becoming familiar with wider range of systems Staff more confident in use of different systems Classes have a key worker for communication
3. To improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	1. N2E pupils E2L needs reviewed for those pupils who will develop a home language	DHT Interventions	Dec 18	Time to assess pupils in home language	Pupils identified where EAL is barrier to learning distinct from need to support good and better progress

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	2. Support sort from EAL Hubs in Bradford			Interpreter time	
4. To provide training for all staff and governors on equality and diversity	1. on line training/ face to face sought for staff re equality and diversity 2. training from Governor Services for Equalities	CPD Lead	Dec 18	Time Governor training package	Governors and staff aware of their responsibilities and legislation
5. To act as role models for disability through community champion work.	1. continue to develop work of community champions - wharfdale music festival/ Chellow Chicks performances 2. 2 nd Musica Spectacula	Music Lead PD leads DAP leads	Nov 18	Time Music festival entrance fees Cost of venue and equipment	Higher profile of SEN within Bradford communities and their achievements