



**Gender and Racial Equality Scheme (2007-2010) updated Sept 2009**

**Objectives:**

- ① To assess, and then monitor, whether or not our policies and practice are affecting some groups (ethnic, racial, religious minorities, boys, girls, men, women, transsexuals) differently;
- ② To carry out an impact assessment ⇒ create an action plan/scheme ⇒ implement the scheme ⇒ review every 3 years

| Outcome  | action/evaluation   | leader                 | when  | impact on  | monitoring                   |
|--|---|------------------------|---|--|------------------------------|
| We identify our major gender / racial equality issues and take steps to remedy them.   | Seek guidance from appropriate bodies; consult stakeholders analyse data to identify trends / issues          | Deputy Head            | Summer term annually                        | opportunities and access for all groups  | governors<br>local authority |
| The impact of school policies and practice are assessed and reviewed where necessary to demonstrate the school's commitment to eliminating discrimination and harassment, tackling inequality and promoting equality of opportunity. | Evaluate and review policies and practice   | SMT and Governing Body | ongoing<br>3 year cycle<br><br>see appendix | effectiveness<br><br>demonstration of school's commitment                            | "                            |
| All staff are well informed and aware of changes in policy and practice.   | Assess training needs Staff Induction. Programme to include Race equality policy and Disabled equality policy | SMT<br><br>Dep hd      | As part of Induction procedures             | reducing/removal of discrimination, harassment, inequality<br><br>promoting equality | "                            |



Gender and Racial Equality Scheme

| Outcome  | action/evaluation   | leader  | when                      | impact on  | monitoring |
|--|---|---|---------------------------|--|------------|
| The promotion of positive attitudes to gender and ethnicity  | Inform all staff of this policy   | All staff   | ongoing                   | Ethos of school<br>Positive pupil self-esteem  | “          |
| Contractors, private and public organisations are aware of compliance procedures.  | Compliance procedures are shared with relevant bodies/agencies  | Deputy Head<br>Admin caretaker                        | on entering contracts     | community working together   | “          |
| We know we pay “due regard” to the needs of men and women and children involved in gender based violence and to victims of racial incidents.<br><br>Ensure all staff are aware of Child Protection and Domestic Violence issues. | Seek guidance from appropriate bodies; consult stakeholders.<br>Provide regular relevant training in these issues.<br>Include in induction procedures | Designated staff for Child Protection<br><br>Dep Head | Ongoing                   | confidence of staff in supporting a vulnerable section of our community<br><br>wellbeing of children | “          |
| All racial incidents are logged and reported to the Governing Body and the local authority. The level of incidents is tracked and any necessary action taken.  | Headteacher to report to GB and LA. GB to monitor actions taken.  | Headteacher   | termly                    | Community cohesion   | “          |
| Revised equality scheme  | Collate the above outcomes and review the scheme  | SMT   | Summer 2008<br>GB meeting | View of action and consolidation of school’s commitment to gender and racial equality                | “          |