



# SINGLE EQUALITY SCHEME

- Statutory Policy:** Yes  No
- School Level tailoring required:** Yes  No
- Policy to be published on the YCAT website:** Yes  No
- Policy to be published on School website:** Yes  No

This Policy was adopted by

**Yorkshire Collaborative Academy Trust  
on 10/10/2017**

Chair of Trustees: Mr Ian Moore	
Signature:	 IAN MOORE
Frequency of review:	4 years
To be reviewed by:	SILG
Date of next review:	2021

**REVIEW RECORD**

Date of review	Reason for review	Date of next review

Name :		Signature:	
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on behalf of YCAT Full Board

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on behalf of YCAT Full Board

## Introduction

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

*5.16 Under specific duties set out in previous equality legislation, schools were required to produce equality schemes in relation to race, disability and gender. Under the specific duties there are no requirements to create equality schemes. But schools may choose to continue producing such a scheme, if it helps them to comply with the Equality Duty, and they can expand it to cover the additional protected characteristics.*

This Single Equality Scheme provides a format for addressing the statutory duties of the Equality Act 2010 and The Children and Families Act 2014 This supersedes and brings together all previous statutory duties in relation to race, gender and disability and also addresses the duty to promote community cohesion, thus meeting the school's statutory duties in these areas.

The scheme also highlights how our Trust has worked with and listened to the staff, pupils, parents and carers to inform development of action plans and the need and commitment required to ensure the scheme is a success. This is underpinned by a commitment to promoting positive relationships and understanding between all groups within our school community.

This document sets out how pupils with the following protected characteristics (previously known as equality strands) will be protected in our school from harassment and discrimination:-

- disability.
- gender.
- race.
- religion and belief.
- sexual orientation.
- gender reassignment.
- pregnancy and maternity.

The law on disability discrimination is different from the rest of the Equalities Act in a number of ways. In particular, it works in only one direction – that is to say, it protects disabled people but not people who are not disabled. This means that schools are allowed to treat disabled pupils more favourably than non-disabled pupils, and in some cases are required to do so, by making reasonable adjustments to put them on a more level footing with pupils without disabilities The definition of what constitutes discrimination is more complex. Provision for disabled pupils is closely connected with the regime for children with special educational needs. Chapter 4 of the Act deals in detail with disability issues.

This scheme extends however to cover all aspects of vulnerability, including those associated with socio-economic factors (e.g. pupils from low income families).

As well as delivering high quality services to our pupils, the school is also committed to being a good employer and as such this scheme outlines how we meet our varied duties in terms of recruitment and employment practices. We are also committed to be fully inclusive of all community users, including parents and carers. As such, this scheme therefore also sets out how we will work to overcome any discrimination related to the other protected characteristics:-

- Age\*
- Being married or in a civil partnership

\*A person's age is also a protected characteristic in relation to employment and the Act extends this (except for children) to the provision of goods and services, but age as a protected characteristic does not apply to pupils in schools. Schools therefore remain free to admit and organise children in age groups and to treat pupils in ways appropriate to their age and stage of development without risk of legal challenge, even in the case of pupils over the age of 18.

The impact of this scheme is reported on annually.

### **Aims of the single equality scheme**

- To articulate the school's commitment to equality which permeates all school policies and practices
- To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
- To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
- To comply with statutory duties under equalities legislation in one document

### **Purpose of the Equality Scheme**

This equality scheme is the Trust's response to the specific and general duties in the current equality legislation, which has been brought together under the Equality Act 2010 (see appendix 1). It is an attempt to capture how the school is systematically establishing and implementing good practice in equality and diversity across all areas of school life. This includes a response to all aspects of social identity and diversity.

This Equality Scheme sets out how the school will:

- eliminate discrimination
- eliminate harassment or victimisation related to any aspect of social identity or diversity;
- promote equality of opportunity;
- promote positive attitudes to all aspects of social identity and diversity;
- encourage participation by disabled people and people representing different aspects of social identity in public life;
- take steps to take account of difference even where that involves treating some people more favourably than others;
- take proportionate action to address the disadvantage faced by particular groups of pupils.

### **Planning to eliminate discrimination and promote equality of opportunity**

This scheme is underpinned by the core belief that all children and young people belong to their local community and share the same rights to membership of that community and a quality education. We set equality objectives with associated actions which are outlined within our equalities action plan that accompanies this Equality Scheme. Our plan identifies what we will be doing over the coming year to make our school more accessible to the whole community, irrespective of background or need. (see appendix 2)

It encompasses our duties to promote positive outcomes in relation to race, gender and disability, but also identifies actions to address other social identities. It encompasses our **anticipatory duties to plan ahead for the reasonable adjustments** (reasonable and proportionate steps to overcome barriers that may impede some pupils) we need to make to be best placed to help disabled pupils who come to our school.

This action plan replaces the school's Disability Accessibility Plan for the school (previously required under the planning duties in the Disability Discrimination Act) as it sets out how the school will increase access to education for disabled pupils, alongside other protected groups, in the three areas required:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- improving the availability of accessible information to disabled pupils.

The action plan is renewed annually and progress towards the equality objectives within it is reported on regularly to trustees and governors, and this information is published at least annually. Our equality objectives are published at least once every four years.

This action plan is understood and implemented by all staff and is available on the school website. It is available in different formats and in different languages on request to the school office.

Our school has regard to the need to provide adequate resources for implementing plans and must regularly review them. (NB An accessibility plan may be a freestanding document but may also be published as part of another document such as the school development plan.)

OFSTED inspection may include the school's accessibility plan as part of their review.



## Leyburn School Aims Statements

*'Inspiring us to be the best we can be'*

### Values

Leyburn Primary School values being at the heart of the local community. We believe in working and learning together to develop **all** aspects of the child, giving them the skills to be confident young people, able to play an active role as adults in modern society. Children are trusted and given the freedom to

## Equality Objectives 2018-20

- **Raise achievement of all pupils.**
- **Improve our support to all parents and families through working actively with other agencies.**
- **Focus on swift, early intervention.**
- **Ensure that all areas of school are accessible.**
- **Ensure that all in school challenge all types of bullying and celebrate difference in an age appropriate way.**
- **Prepare children for life in modern Britain, strengthening the delivery of British values at all levels.**

## Indicators of progress towards meeting objectives

- **Progress and achievement of all children will improve in all areas across the school.**
- **Specifically, the progress of vulnerable groups will be in line with those expected of all children.**
- **The school's SEF will describe an outstanding provision in all areas of school.**
- **We will achieve the Rights Respecting Schools Quality Mark to include the rights of all members of the school and its wider community**

## What kind of a school are we?

### Trust Vision and Values

The Trust's vision and values statement reflects YCAT's ambitions for all its pupils and have been developed with the whole community. It refers to the key requirements set out in the National Curriculum Inclusion Statement for developing an inclusive curriculum: setting suitable learning challenges; responding to pupils' diverse learning needs; overcoming potential barriers to learning and assessment for individuals and groups of pupils.

The Trust statement also embraces the North Yorkshire Inclusion statement which emphasises that individuals and groups of learners who may be vulnerable to exclusion, marginalisation and underachievement are identified and receive targeted provision to ensure their presence, participation and achievement.

### School Context

The nature of the school population and context to inform action planning for the equality scheme

#### **Factors of the geographical location of the school:-**

The school serves the market town of Leyburn and surrounding villages. It has a low mobility and a wide range of socio-economic groups although predominantly white British. Increasingly, the school is admitting service children from Catterick and RAF Leeming.

There is a low turnover in staff and recruitment of new staff can be challenging.

The community is growing and the school is having to accommodate this , for example through increasing its nursery provision to provide the 30 funded hours.

#### **The training taken to position the school well for the equality and diversity agenda:**

Restrictive Physical Intervention;  
use of pejorative language, including challenging LGBT bullying;  
termly training on new intake for ALL staff (SENCO updates) including medical, faith and belief, language needs; staff meeting every term to update on pupil needs and training opportunities;  
governor training on fair recruitment practices;  
use of the Inclusion Development Programme.;  
attendance at the PSHE network meetings

## School provision

### Examples of reasonable adjustments the school makes as a matter of course

Information is available in a variety of formats, either through the school or on the website

Behaviour is supported through Restorative Practice

The provision map is constantly updated to reflect a range of support available in school which is recorded on individual provision maps. These are developed with parents, teachers and the pupils themselves.

Resources are provided to reflect the variety of families within the school and wider community.

### Outcomes for pupils

Outcomes for pupils are analysed against social identity issues, i.e. gender, ethnicity, disability, faith background, and aspects of vulnerability identified by the school. This is compared with the outcomes made for all pupils. This is recorded in the School Self evaluation Form (SEF).

These processes form part of the school's equality impact assessment processes to determine the impact of our provision on improving outcomes for identified pupils. In line with statutory requirements all new policies as well as existing policies and functions are evaluated for the impact they have, in consultation with identified pupils and parents/carers.

#### Attainment – 2016-2017

- EYFS GLD – 84%
- Phonics screening – 81%

	Reading	Greater depth	Writing	Greater depth	Maths	Greater depth
KS1	74%	35%	74%	35%	91%	43%
KS2	73%	33%	90%	20%	67%	13%

There was a very small group of disadvantaged pupils in this cohort who performed less well than their peers, both within school and nationally. This is a priority for the school.

Bullying and racist incidents are rare and dealt with in line with the schools' behaviour policy.. There have been no exclusions.

The school takes part in the 'Growing up in North Yorkshire' project and acts upon its results. Participation in extra curricular activities is tracked and the school ensures that all pupils are represented.

Attendance is good and where there are concerns, parents and carers are supported to improve their child/ren's absence.

The school engages well with parents and has done much to improve communication, through Parent Forum, fortnightly newsletters, Parentmail and Class Dojos.

Pupil Premium is used effectively across the school.

## **Roles and Responsibilities in Implementing the Single Equality Scheme**

### **The Head Teacher will:**

- ensure that staff and parents are informed about the Single Equality Scheme;
- ensure that the scheme is implemented effectively;
- manage any day to day issues arising from the policy whether for pupils or for the school as an employer;
- ensure staff have access to training which helps to implement the scheme;
- liaise with external agencies regarding the policy so that the school's actions are in line with the best advice available;
- monitor the scheme and report to the Governing Body at least annually, on the effectiveness of the policy;
- ensure that the SLT are kept up to date with any development affecting the policy/action plan arising from the scheme;
- provide appropriate support and monitoring for all pupils and specific and targeted pupils to whom the scheme has direct relevance, with assistance from relevant agencies.

### **The Local Governing Body will:**

- ensure that the school complies with all relevant equalities legislation;
- recommend all governors receive up to date training in all the equalities and SEND duties;
- designate a governor with specific responsibility for the Single Equality Scheme;
- establish that the action plans arising from the scheme are part of the School Development Plan;
- support the Headteacher in implementing any actions necessary;
- inform and consult with parents about the scheme;
- evaluate and review the action every three years;
- evaluate the action plan annually
- publish information at least annually.
- publish equality objectives every four years

### **The Senior Leadership Team will:**

- have general responsibility for supporting other staff in implementing this scheme;
- provide a lead in the dissemination of information relating to the scheme;
- identify good quality resources and CPD opportunities to support the scheme;
- with the Headteacher, provide advice/support in dealing with any incidents/issues;
- assist in implementing reviews of this scheme as detailed in the School Development Plan.

### **People with specific responsibilities**

The headteacher, deputy headteacher and SENCo are:

- responsible for maintaining and sharing with all the staff those vulnerable pupils and how their needs will be met;
- responsible for ensuring the specific needs of staff members are addressed;
- responsible for gathering and analysing the information on outcomes of vulnerable pupils and staff;
- responsible for monitoring the response to reported incidents of a discriminatory nature.

In addition, Matt Dilworth is the governor responsible for publishing the SEN information report.

### **Parents/Carers will:**

- have access to the scheme;
- be encouraged to support the scheme;
- have the opportunity to attend contribute to the development of the scheme;
- have the right to a personalised approach to meeting additional needs and a right to have their views taken into account.
- have the right to be informed of any incident related to this scheme which could directly affect their child.

### **School Staff will:**

- accept that this is a whole school issue and support the Single Equality Scheme;
- be aware of the Single Equality Scheme and how it relates to them;
- make known any queries or training requirements
- know how to deal with incidents of concern, including bullying and how to identify and challenge bias and stereotyping;
- know procedures for reporting incidents of racism, harassment or other forms of discrimination;
- not discriminate on racial, disability or other grounds;
- keep themselves up to date with relevant legislation and attend training and information events organised by the school or LA;
- ensure that pupils from all groups are included in all activities and have full access to the curriculum;
- promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.

### **Pupils will:**

- be encouraged to express their views and contribute where possible to the formulation of policies
- be made aware of any relevant part of the scheme, appropriate to age and ability;
- be expected to act in accordance with any relevant part of the scheme
- experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society;
- understand the importance of reporting discriminatory bullying and racially motivated incidents;
- ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.

Visitors and contractors are responsible for complying with the school's Equality Scheme – non-compliance will be dealt with by the Headteacher.

### **Involvement Processes**

Policies are vital to identify and consolidate thinking regarding appropriate provision for pupils, however, they are often viewed as an end, when they should be seen as a process - always evolving in response to changes and evidence from impact assessments. When developing this Equality Scheme, the school is clear that this is a process which must be informed by the involvement of all participants such as pupils, parents, school staff, governors and external agencies. This will ensure that the school gleans insights into the barriers faced by people from different social identity backgrounds and learns the best ways to overcome such barriers. This Scheme will be informed, therefore, by:

- the views and aspirations of pupils themselves from different social identity backgrounds;
- the views and aspirations of parents of pupils from different social identity backgrounds;
- the views and aspirations of staff from different social identity backgrounds;

- the views and aspirations of members of the community and other agencies, including voluntary organisations, representing different social identity backgrounds;
- the priorities in the North Yorkshire Children and Young People’s Plan.

### **Mechanisms for involvement**

At this school the following mechanisms will ensure the views of **pupils** inform the Equality Scheme and action plan:

- Interviews with pupils through conferencing ;
- The implementation of Restorative practice and the Rights Respecting Schools Award
- Pupil forum and House Captains;
- Twice yearly focus groups of pupils representing different social identity backgrounds, ie, gender forum, disability forum;
- Individual interviews with pupils involved in incidents of a discriminatory nature;
- Individual interviews with pupils experiencing reasonable adjustments

At this school the following mechanisms will ensure the views of **staff** inform the Equality Scheme and action plan:

- Interviews with staff;
- Regular meetings with all staff;
- Staff questionnaires;
- Regular staff meetings with specific agenda items;
- Individual discussions with staff as a part of performance management and at the beginning of each academic year.

At this school the following mechanisms will ensure the views of **parents and the community** inform the Equality Scheme and action plan:

- “your support for your child’s education is crucial to their progress. Please tell us if there is any adjustments we need to make to help you support your child, for example: letters in large font; letters in different languages; wheelchair access; explaining things over the phone; a discussion with a school colleague of the same gender.”
- Feedback through the Governing Body meetings;
- Feedback through Parent Forum
- Feedback from adults using the school beyond the school day;
- Termly open meetings with parents and local groups representing a particular theme.
- An ‘open door’ policy for all parents to address concerns as they arise

The school’s action plan will focus on developing the involvement of pupils, staff and parents from different social identity backgrounds over the three years of this Scheme. We will consider varying the times, methods and the venues for this involvement to ensure the best possible attendance and ensure views can be heard. This way the school will learn what works and the involvement of pupils, staff and parents will improve and deepen over time.

## **Making it happen**

### **Action Planning**

Although it is no longer a requirement for schools to have an equality action plan, those schools which do already have one (or more) of these in place, may find it helpful to continue with this approach and adapt it to take into account the extent of the duty. ( 5.27 DfE Equalities Guidance May 2014)

This scheme is supported by an action plan, the progress of which is monitored and evaluated by the Governing Body.

The action plan that identifies the equality objectives for the school arising from this scheme has:

- clear allocation of responsibility;
- clear allocation of resources, human and financial;
- clear timescales;
- expected outcomes and performance criteria;
- specified dates for review;

The effectiveness of this Scheme will be evaluated and reflected in:

- the School Self-evaluation Form;
- feedback e.g. Parentview

### **Reporting**

This Scheme will be reported on annually. Progress against the action plan will be evaluated and the impact of the action and activities assessed. Copies will be displayed in the school reception area and it will be referenced in school newsletters and in the school's prospectus, school website.

### **Publication**

This Equality Scheme will be published and available to anyone requesting a copy. Copies will be displayed in the school reception area and it will be referenced in school newsletters, the school prospectus and on the school's website.

Information is published demonstrating how the school is complying with the Public Sector Equality Duty and the school's equality objectives. The school updates its published information at least annually and publishes the equality objectives at least every four years.

It will be up to schools themselves to decide in what format they publish equality information. For most schools, the simplest approach may be to set up an equalities page on their website where all this information is present or links to it are available. The regulations are not prescriptive and it will be entirely up to schools to decide how they publish the information, so long as it is accessible to those members of the school community and the public who want to see it. (5.25 DfE Equalities Guidance May 2014)

## Appendix 1

### Equality Legislation and Guidance

This equality scheme responds to the current equalities legislation.

- The Equality Act 2010 is the overarching legislation for all equality duties.

The act serves two main purposes:

- a) To harmonise discrimination law;
- b) To strengthen the law to support progress on equality.

The act supersedes or strengthens the following acts and regulations:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion & Belief and Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006 Part 2
- The Equality Act (Sexual Orientation) Regulations 2007
- The SEN Code of Practice 2001

### Overview of previous equalities legislation which has been harmonised and strengthened by Equality Act 2010:

- Race Relations Act (RRA) 1976/2000  
statutory positive duty to promote racial equality, promote good race relations and eliminate unlawful racial discrimination;
- Sex Discrimination Act (SDA) 1975 (and Regulations 1999), Gender Equality Duty 2007  
statutory positive duty to promote gender equality and eliminate unlawful gender discrimination;
- Employment Equality (religion or belief) (sexual orientation) Regulations 2003 extended to education, Equality Act (Part 2) 2007  
The Act sets out that it is unlawful for schools to discriminate against a person:
  - a) in the terms on which it offers to admit him/her as a pupil;
  - b) by refusing to accept an application to admit him/her as a pupil, or
  - c) where he/she is a pupil of the establishment:
    - i) in the way in which it affords him/her access to any benefit, facility or service,
    - ii) by refusing him/her access to a benefit, facility or service,
    - iii) by excluding him/her from the establishment,
    - iv) by subjecting him/her to any other detriment.
- Disability Discrimination Act (DDA) 1995/2005  
statutory positive duty to promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to, and eliminate unlawful discrimination;
- Education and Inspections Act 2006, duty to promote community cohesion.  
By 'community cohesion' the school is endorsing and adopting the definition provided by Alan Johnson, 2006, as:  
"working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a

society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.”

#### Essential Further Guidance

DfE The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities (May 2014)

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

Equality and Human Rights Commission Guidance for schools

<http://www.equalityhumanrights.com/advice-and-guidance/education-providers-schools-guidance>

SEND Code of Practice January 2015- latest at 01.03.15 and effective from 01.04.15

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/398815/SEND\\_Code\\_of\\_Practice\\_January\\_2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_Code_of_Practice_January_2015.pdf)

## Equality Action Plans – all plans should be read in conjunction with the SDP and associated action plans

KEY ISSUE
Improving access to the curriculum: (short term)

## Success criteria

- Raised confidence of staff in strategies for differentiation and increased pupil participation.
- Raised confidence of TAs as above.
- All staff aware of individual pupils' access needs.

Actions to achieve the success criteria	Persons responsible for delivering the action	Start date	Finish date	Costs borne by the school	Monitoring Person and Method	Notes on progress
Increase confidence of staff in differentiating the curriculum. a. Undertake audit of staff training needs on curriculum access, b. Assign in-service day to training identified e.g. dyslexia, differentiation, alternative recording, IDP.	SENCo Maths. Reading, writing subject leads  Headteacher	See specific action plans	Ongoing		Headteacher and SLT	
Ensure TAs have access to specific training on disability issues. a. Use staff audit to identify TA training needs and inform Professional Development process. b. TAs to access at least 6 relevant CPD courses each year.	SENCo and Deputy head	See specific action plan	Ongoing		Designated Governor and HT	

<p>Ensure all staff are aware of disabled children's curriculum access.</p> <p>a. Set up system of individual access plans for disabled children.</p> <p>b. Set up system for information to be shared with appropriate staff.</p>	<p>SENCo</p>	<p>See specific action plan</p>	<p>On-going</p>		<p>Designated Governor and HT</p>	
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**KEY ISSUE**  
**Raising awareness of staff, governors, parents and pupils of different families**

Success criteria:

- All pupils are aware of different families and are respectful of that difference
- 'British values' are explicit and apparent throughout the school
- Discriminatory behaviour at all levels, whether explicit or implicit, is addressed and challenged
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<b>Actions to achieve the success criteria</b>	<b>Persons responsible for delivering the action</b>	<b>Start date</b>	<b>Finish date</b>	<b>Costs borne by the school</b>	<b>Monitoring Person and Method</b>	<b>Notes on progress</b>
Headteacher to attend training for LGBT and then raise awareness of governors and staff. Review the training and maintain updates through PSHE network meetings	Headteacher	January 2017 but updated	On-going		Designated Governor	
Review SRE provision and resources in school to reflect difference and to be compliant for the new guidance in 2018-19	Staff	From Sept 2017 to be updated	By October 2018		Designated Governor and HT	
Achieve the Rights Respecting Schools Award – see action plan	Headteacher Belinda Curtis PSHCE Coordinator	From November 2015 – recommenced in 2018	By January 2017 – extended due to a maternity leave		Designated Governor and HT	

**KEY ISSUE**

Improving access to curriculum (long term)

## Success criteria:

- All staff confident and consistent in range of differentiation strategies and use of alternative recording..
- All staff work from an equality perspective, including and considering diversity and equality in all areas of school life.
- Increased confidence of staff in developing their curriculum area accessibly to include equality and diversity.
- Improved involvement of TAs in planning and evaluation of lessons

<b>Actions to achieve the success criteria</b>	<b>Persons responsible for delivering the action</b>	<b>Start date</b>	<b>Finish date</b>	<b>Costs borne by the school</b>	<b>Monitoring Person and Method</b>	<b>Notes on progress</b>
Develop consistent approach to differentiation and alternative recording in school. a. Devise and consult on model school policy with good practice guidance. b. Organise INSET sessions to share good practice.	SENCo  Deputy		By July 2018  By July 2018		Designated Governor and HT	
Ensure all children participate equally in after school and lunch time activities. a. Survey participation in clubs at lunch and after school by disabled children. b. Organise additional activities for vulnerable pupils.	All staff		By Sept 2018		Designated Governor and HT	
Ensure all staff have undertaken equality and diversity training. a. Set up Inset training for all staff on disability, diversity and equality to include Relationships and Sex Education b. Include PSHE in long term plans, using NYCC planning guidance. c. Ensure new staff access similar CPD courses.	Headteacher	Jan 2019 but ongoing			Designated Governor and HT	
Audit resources to reflect equality and diversity a. Library b. Guided reading resources	Headteacher	Jan 2018 ongoing				
Develop system for involving TAs in curriculum planning. a. Establish joint TA/teacher planning opportunities. b. Set up system for joint TAs/teacher evaluations.	SENCo				Designated Governor and HT	