



 The Swallowtail Federation of Church Schools 

With friendship, trust and kindness we fly!

(Love your neighbour as yourself, ' Mark 12:30-31)

Equality and Disability Plan

November 2021

Review: November 2024

Our Equality and Disability Plan states what our schools do to ensure that every child and their family has access to services and can have a good quality of education regardless of who they are.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations to age (as appropriate), disability, ethnicity, gender (including issues of transgender), maternity and pregnancy, religion and belief and sexual orientation. Our schools' policies reflect the requirements of the Education and Inspections Act 2006 to promote community cohesion. We also recognise these duties reflect international human rights standards as expressed in the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

It is our responsibility to ensure that everyone has access to the best services and opportunities available. Parents, governors and members of the school community may have suggestions about how we can improve what we do even further and we appreciate feedback.

Our priority is to reduce inequality and to narrow the gap between the experiences of different groups within our community. The Equality and Disability Plan helps us to meet our legal responsibilities and show how we eliminate discrimination, advance equality and foster good relations. The Equality and Disability Plan covers all members of the community. It fulfils an important legal requirement, and demonstrates our commitment to be strong and cohesive school communities in which everyone can flourish.

Norfolk Insight (<http://www.norfolkinsight.org.uk/>) provides information on the profile of Norfolk and our Local Authority wards.

Who is the plan for?

The plan is about equality for everyone, but there are some groups, often in the minority in society, who tend to bear the brunt of discrimination or who are unintentionally excluded through no fault of their own.

They can be:

People of any race or ethnicity

People of any sexual orientation

People of any gender

People of any religion or belief

People who are disabled

People of any age

Our plan makes sure that everyone can:

Have an equal chance of working in school if they want to.

Access to services and information they need.

Have a say in our school's issues and how our schools are run.

What have we achieved so far?

- Race Equality:
 - There have been no racist incidents during the past two years. PHSE lessons seek to address issues of racism. Any incidents are taken very seriously and a log is available for these.
- Gender Equality:
 - Our curriculum is carefully designed to reflect the interests of our pupils – both boys and girls. Differences in attainment between boys and girls is monitored
- Disability Equality:
 - We have worked hard to increase staff awareness and skills relating to pupils with complex needs through training.
- Religion/Belief:
 - Children of all religions have displayed willingness to share their beliefs and practices in a positive way. The school has adopted new Norfolk Agreed RE Syllabus (2019).

Swallowtail Federation of Church Schools Equality and Disability Plan 2021-2024

Action	How will impact be measured?	People responsible for implementing	Timescales	Success criteria
Ensure that displays in classrooms and corridors promote and reflect diversity in terms of race, gender and ethnicity	Head of School monitoring. Increase in pupil positive identity	Class teachers	Ongoing	Diversity reflected in schools displays across all year groups
Promote the Equality and Disability Plan through the federation website, newsletter and staff meetings	Questions about the Equality and Disability Plan in parent/carer survey	Executive Headteacher	Annually in the Summer term	Raised awareness of Equality and Disability Plan by staff and parents/carers

Hold pupil progress meetings and look at ways to narrow the gap in learning. Monitor and analyse pupil achievement across school	Pupil Asset data in reading, writing and maths	Executive Headteacher SENDCO Class teachers	Annual report	Analysis shows that gaps are narrowing
Encourage opportunities for pupils to take on responsibilities, and positive roles in our schools	School Council discussions, pupil surveys	Class teachers and School Councils	Annually	Shared goals, values and respect opportunities for 'pupil voice' to be heard
Ensure that the curriculum promotes role models, speakers, heroes which reflect our school's diversity	Increase in pupil confidence and participation of minority groups. Audit of participation in clubs/activities. Seek opportunities to celebrate diversity	Executive Headteacher Class teachers	Annually	Diversity reflected through work and displays across all years groups
To ensure all staff are aware of pupils' needs and disabilities	Regular meetings with SENDCO to review and update relevant information	Executive Headteacher SENDCO Class teachers Assistant SENDCO TA's CA'S	Ongoing	Raised awareness of pupils' needs and disabilities and ways to meet these needs