



St Anne's School Equality Audit & Action Plan 2016

Audit Area	A,B or C?	Evidence	Tasks/Priorities	Lead/Dates:
LEGAL COMPLIANCE	B	School has produced an Equality Policy, objectives & Action Plan - ready to publish	Update website	Autumn '16
		Governors will receive an Annual Report at Inclusion & Safeguarding Committee	HT to prepare report for I&S Committee	Nov.'16
		Equality Impact assessments inform all policies/practices	On-going	
		Equality implications inform all key decisions at governor level	On-going	
		Governors understand the Equality Implications	Ensure new governors understand	On-going
SCHOOL CONTEXT	B	Training for governors/staff on general duty of Equality Act 2010 needs updating.	Contact Simon Cousins LA to arrange training	
		Equality Policy published & pupils informed via curriculum		
		School systems are in place to identify, record and manage discrimination/bullying etc	On-going	
		The school's anti Bullying Policy will be updated via 'Big Democracy' to include Pupil voice regarding discrimination.	Update Policy To include pupil voice	Nov.'16
		St Anne's is confident that pupils with disabilities are able to access education/services.	See Accessibility Plan	2016-18
		St Anne's is confident that all current pupils/families have equal access to written information.	See Accessibility Plan	

		The school has published its Local Offer and works with LA to support SEN pupils - signposting where appropriate	Update website	On-going
MONITORING & IMPACT	B	St Anne's has accurate profile information for pupils, staff & governors	Workforce Census completed annually	
		The school ensures that latest Guidance informs policy reviews and development planning.		
		We monitor, review and record the progress of pupils with IEPs	On-going	On-going
SENSE OF BELONGING	A	There is a strong sense of children's rights within school OFSTED '14 - 'Outstanding' SMSC Liverpool Archdiocese Section 48 Inspection '15 - 'Outstanding' in all areas	Continue to gauge pupil voice through 'Big Democracy' & pupil questionnaires	On-going
		St Anne's works with others to ensure groups new to the community are welcomed. Eg Polish community represented on staff/governors		
		St Anne's works closely with all parents to promote children's learning		
TEACHING, LEARNING & CURRICULUM	A/B	The curriculum promotes British Values, equality & cohesion for all groups	See British Values Statement on website	On-going
		The school takes steps to ensure disabled pupils can participate in the curriculum	See Accessibility Plan	On-going
		St Anne's differentiates the curriculum to respond to the needs of learners.		
		We implement a variety of appropriate intervention programmes to address learning needs.	See Provision Mapping	On-going
		New arrivals are inducted and welcomed into school.		
		Governors are aware of specific tracking of groups		

		of pupils and know how the school ensures respect for different cultures etc. Governors can identify adjustments that have been made for pupils.		
		Systems are in place to ensure successful outcomes to reports of discrimination or bullying. Discipline patterns have been identified.	See HT Log	On-going
EQUITY & EXTENDED SERVICES	A	Our Self-Evaluation takes account of Parental/Community impact on learning & well-being	See Self-Evaluation	On-going
		The governors know that we benefit from our school network & membership of the Teaching Schools' Alliance & that we have International School Status	Continue to work collaboratively with our network schools/partners	On-going
		Governors know how the Pupil Premium & Sports Grant benefit St Anne's pupils	See PP & Sports Premium Reports	Updated annually
		Governors used the criteria in the Head Teachers National Standards when appointing a new HT (2014)		