



**Celebrating commitment to equality**

**Objectives and the Equality Duty:  
2017-2020  
Castledon School & College**

**Objectives chosen by Castledon School & College are to ensure that we:**

1. Promote equality of opportunity for members of identified groups
2. Eliminate unlawful discrimination, harassment and victimisation
3. Foster good relations between the different groups of students

**How we chose our equality objectives:**

Our equality objective-setting process has involved gathering evidence as follows:  
 Performance data, data on ethnicity, religion or belief, socio-economic background, gender and gender identity, disability, sexual orientation and age, and seeking the views of stakeholders.

**Castledon School & College Equality Objectives**

- 1. To ensure that all pupil groups make similar progress regardless of need.**
- 2. To reduce the number of recorded incidents involving the most vulnerable students.**
- 3. To ensure all policies & procedures contain Castledon School’s & College’s Equality statement, as part of the annual/biannual review of policies.**

<b>Equality Action Plan</b>				
<b>Objective 1</b>	<b>How will the impact of the action be monitored?</b>	<b>Who is responsible for monitoring?</b>	<b>What is the timeframe?</b>	<b>Success measures</b>
<b>To raise rates of progress between existing students and those joining the school from other providers with 6 months of joining the school</b>	Home visit to gather information  EHCP read and information collated on pupil passport  Baseline Assessments on entry, with Baseline meeting with parents/carers within a half term of entry.  PSD and pupil passport profile to establish social and emotional baseline.	FIT team  Class teacher / FIT team	Monitored through PPM’s month 3 onwards	The individual student’s progress will demonstrate 90% of targets achieved at mastery

	Annual Reviews	Class teacher/parent		
	Pupil progress meetings and open evenings	Class teacher/parent		

	Coaching RMP's PLI	Class teacher/SLT Class teacher & FIT team Class teacher & SLT		
<b>Objective 2</b>	<b>How will the impact of the action be monitored?</b>	<b>Who is responsible for monitoring?</b>	<b>What is the timeframe?</b>	<b>Success measures</b>
<b>To reduce the number of recorded incidents regarding behavior concerns</b>	Behaviour logs and analysis  RMP's and roots and fruits completed  Annual Reviews paperwork  Inter-agency partnership working minutes  Home – school liaison and mutual support conversations and written records  Team around the child meetings	SLT  Class teacher/FIT team  SLT/ class teacher /parents/carers  SLT/Class teacher/parents/carers  Class teacher/parents /carers  SLT/Class teacher/FIT/Therapists	Sept – July yearly	There is a drop in the number of incidents students from the start to the end of each academic year
<b>Objective 3</b>	<b>How will the impact of the action be monitored?</b>	<b>Who is responsible for monitoring?</b>	<b>What is the timeframe?</b>	<b>Success measures</b>
<b>To ensure all policies contain Castledon School's Equality statement, as part of the annual/</b>	Governors meetings and committees as part of the review cycle	Governors/SLT	All policies will include an Equality reference by July 2018	All statutory policies will include the Equality reference to reinforce the school's commitment to equality

<b>biannual review of policies.</b>				
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