

Annual Equalities Report- May 2023

This report is to describe how well we have met the General Duties in the Equality Act over the last twelve months to

1. How we promote equality of opportunity and outcome between people of different protected characteristics
2. How we tackle discrimination, harassment and victimisation against people from different protected characteristic
3. Information relating to the Specific Duties in the Equality Act particularly to those Duties relating to Training, Assessment of Impact, Collection and Use of Equality Data (including Employment Data and reporting of pay by Gender) and our Strategic Equality Plan.

• **Promotion of Equality**

Disability:

As a Special School everything we do is focused on promoting the Education and Welfare of pupils with learning difficulties. Our building is fully accessible.

- Where pupils have additional sensory impairment school consults with peripatetic Sensory Impairment teachers and implements their recommendations- for example using microphone to hearing aid systems.
- Where pupils have additional physical disabilities school works with the Integrated Service for Children with Additional Needs (ISCAN) including with Occupational Therapists (OTs) and Physiotherapists.
- Where pupils have additional health needs significantly impacting their life over a period of one year- and therefore qualifying under the definition of disability- school works with the school nurse (also part of ISCAN).

Racial Equality:

School monitors any incidents of racial hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the racism.

Cromwell's curriculum includes a planned programme of learning about other people and cultures through our "Social World" programme of learning in addition to our Personal, Health, Social and Citizenship Education cycle of learning.

Gender Equality:

School monitors any incidents of gender hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the sexism.

Cromwell's curriculum includes a planned programme of learning about other people, including family and gender based issues, through our "Social World" programme of

learning in addition to our Personal, Health, Social and Citizenship Education cycle of learning.

Anti-homophobia:

School monitors any incidents of homophobic hatred or bullying through our CPOMS welfare monitoring system. Any such incidents are met with a 'solution orientated' approach of educating the perpetrator and supporting the pupil who has experienced the homophobia. Cromwell's curriculum includes a planned programme of learning about other people, including sexual orientation, through our our Personal, Health, Social and Citizenship Education cycle of learning.

➤ **Identifying and Tacking Discrimination**

	Evidence Stream	Evaluation	Action taken	Impact
Disability				
Pupils	Pupil achievement data by department CPOMS monitoring	No discrimination detected	None necessary	NA
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
Race				
Pupils	Pupil achievement data by EM cohort CPOMS monitoring	No discrimination detected	None necessary	NA
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
Gender				
Pupils	Pupil achievement data by Gender CPOMS monitoring	No discrimination detected	None necessary	NA
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA
Anti-Homophobia				
Pupils	CPOMS monitoring	No discrimination detected	None necessary	NA
Staff	Attendance monitoring & meetings, Appraisal, Grievance	No discrimination detected	None necessary	NA
Visitors	Visitor comments	No discrimination detected	None necessary	NA

➤ Specific Duties

Training: All training that we undertake is designed to support our pupils- all of whom have a disability. Training completed this year includes:

Training Area	Equality relevance	Initial evaluation	Long term impact
Curriculum for pupils with SLD	Disability- cognition	Good	
Box tasks	Disability- ASC	Very Good	

Equality Pay Data

Grades	Total	Female	Male	EM	Registered Disabled/Blue Badge	GLBT
All staff	101	91	10	13	4	NK
Up to F	76	70	6	9	2	NK
F-I & M Teacher	15	13	2	3	1	NK
UPS Teachers	5	5	0	0	1	NK
Leadership Scale	5	3	2	1	0	NK

Strategic Equality Plan

The Headteacher has overall responsibility for this plan.

Continue to:

- Maintain our definition of best practice through a rolling programme of policy review
- Gather evidence to identify any possible instances of discrimination
- Act to stop any discrimination identified through a solution orientated approach that would also identify any underlying causes- eg inadequate general education, structural barriers etc
- Where action is necessary measure the impact to ensure that it has been successful in eliminating the discrimination targeted.