



**Nurturing to Learn**  
**Equality Statement 2021 -2024**

## Elms School Equality Statement

Elms School is committed to ensuring equality of opportunity to all pupils, staff and visitors. Our Core Values are at the forefront of everything we do and we ensure all at Elms School are treated equally regardless of age, disability, race, colour, ethnicity, nationality, religious belief, gender, gender identity, transgender, sexual orientation or marital status.

The Elms School strives to be an all-inclusive environment and is always looking for opportunities to broaden the knowledge and experiences of everyone who is involved with both our services, and the staff and clients of those using the services of our multi-agency hub.

Our aims for this year are to ensure there are more equal opportunities for pupils, staff, their families and the wider community, regardless of their disability and this forms an integral part of our School Development Plan.

The aims for 2021-2024 are to continue to build and improve schemes to help bring down barriers for disabled children and young people and to broaden the experience of life both inside and outside the school community for all stakeholders. The school are conscious of the impact Covid has had and continues to have on pupils and staff.

### Elms School Equality Action Plan 2021-2024

Aim	Action	Lead	Partners	Success Criteria	Review January 2024
To develop a wider offer of options beyond the age of 16	<p>To invite local providers to careers fairs.</p> <p>To investigate the possibility of virtual careers fairs</p>	Welfare Assistant.	<p>E.K.C.</p> <p>14-19 Impartial Advice Group.</p> <p>Canterbury College.</p>	Variety of options for students to access including apprenticeships, college and working in the community.	
To ensure that students grow as young citizens and contribute to their school, local and wider community.	<p>All subjects to devise a subject improvement plan, investigate opportunities to be creative and to include outdoor learning to personalise provision.</p> <p>The Duke of Edinburgh Award is now offered to all pupils, which includes an element of volunteering. The</p>	DHT Faculty leads.	<p>Teachers.</p> <p>HLTA's responsible for D of E (SLL(?))</p>	Pupils and staff to have knowledge and understanding of the diversity of spiritual, moral, social and cultural beliefs.	

	school will recommence fundraising events which are always well supported as soon as Covid restrictions allow.				
To build our support for parents, clear signposting of services to offer advice to help their child reach their full potential.	Offer more opportunities for communication.  Parent training.	Head of Welfare.	NHS  Community nursing.  Early Help.  Police.	Reduce the number of referrals to Social Services.  Help families before they reach crisis.	
To create a broader provision so that all students have opportunities to access an increased range of activities and events.	To review Student Led Learning.  To review interests of students.  To consider diverse needs of pupils and staffing ratio's.	Head of PPD&B.	TA's.  Teachers  Local providers.	All students participate in Student Led Learning activities.	WE have revised the whole school curriculum to reflect the NC and to provide a broad, balanced and rich curriculum offer. Our Duke of Edinburgh is now combined with student led learning so that all "courses" lead to

					an accredited qualification.
To utilise the skills of the staff to support partner schools. As soon as Covid restrictions allow	Organise the exchange of staff with other schools.  Schools Partnership Programme.	HT  DHT	KASS  CLASS  SPP	All staff have access to secondment opportunities, joint practice, development and collaborative working through individual appraisal targets.	
To ensure that staff receive appropriate support to be able to achieve their full potential	Staff currently receive a variety of support including RTW meetings, Occupational health referrals (pre and during employment) and signposting to support services  Extend mental health support to staff, exploring mindfulness, apps etc.  Staff to have their RTW meeting before	Head of Business & Premises	TBA	The mental health of staff is more supported	

	they go into class/office/transport				
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