



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 2017-2020 are 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.

Elms School Equality Action Plan 2017-2020

Aim	Action	Lead	Partners	Success Criteria
To develop a wider offer of options beyond the age of 16	To invite local providers to careers fairs.	Welfare Assistant.	E.K.C. 14-19 Impartial Advice Group. Canterbury College.	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.	All subjects to devise a subject improvement plan, investigate opportunities to be creative and to include outdoor learning to personalise provision.	DHT Faculty leads.	Teachers.	Pupils and staff to have knowledge and understanding of the diversity of spiritual, moral, social and cultural beliefs.
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.
To utilise the skills of the staff to support partner schools.	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.

Update Schedule

Version	Reviewed	Reason for Update	Next Review Date	Governor Agreement
1.	New	New for Elms School	December 2018	
2.	Reviewed	Revised 3yr Plan	February 2020	