

Inclusion Hampshire Four Year Equality Objectives 2020-2024

Objective	Action required	Person(s) responsible	Monitoring and review
<p>In Relation to Teaching and Learning</p> <ul style="list-style-type: none"> ● Educate all about discrimination and prejudice and promote a harmonious environment. ● To reduce prejudice and increase understanding of equality through direct teaching across the curriculum ● To promote spiritual, moral, social and cultural development and understanding through a rich range of experiences both in and beyond the Centres. 	<ul style="list-style-type: none"> ● Use sessions to allow learners to discuss, share ideas and investigate discrimination towards minority groups, with a focus on all forms of bullying ● Ensure sessions are planned to increase understanding and awareness of homophobic, biphobic and transphobic bullying, and racial discrimination. ● To embed learning across the curriculum by ensuring activities are built into Life skills, Employability and English ● Ensure that British Values are embedded in the curriculum, evident through practice and display and learners can talk about qualities such as respect and democracy ● Ensure specific strategies and support are implemented for learners with barriers to learning 	<p>All teaching and support staff</p> <p>All teaching and support staff</p> <p>Heads & Deputy Head of Provisions IC & ILC, Subject Leaders</p> <p>All teaching and Support staff</p>	<p>Session evaluations</p> <p>Curriculum planning reviews</p> <p>Case reviews</p> <p>Reviews with referring schools, parents, learners and Hampshire SEN</p> <p>Review Equality Objectives 2022</p>
<p>In Relation to Achievement</p> <ul style="list-style-type: none"> ● Strive for all learners regardless of ethnicity, age, gender and ability to make progress in all aspects of their learning and personal development 	<ul style="list-style-type: none"> ● School expectation is for ALL learners, regardless of age, gender, ethnicity or ability, to make at progress over time. Staff share expertise through staff training, INSET days, CPD and staff training resources folder on the Google Drive ● Progress monitoring system tracks the progress of all learners each term. Any learner not making progress is 	<p>All staff</p>	<p>Head reports to Trustee Board</p>

<ul style="list-style-type: none"> ● To ensure that all 'vulnerable' learners achieve targets. ● Outcomes for all learners improved, and support for transition in place to ensure learners move on to reintegration into mainstream education, further education, training or employment 	<p>discussed at Case reviews and team meetings with actions listed and impact monitored</p> <ul style="list-style-type: none"> ● Vulnerable pupils are known to all staff and progress towards them is closely monitored. Intervention support is put in place when needed. Case studies are kept in order to identify successful teaching strategies and methods of intervention. 	<p>All teaching and support staff</p> <p>Heads & Lead for SEND</p>	<p>Session evaluations</p> <p>Curriculum planning reviews</p> <p>Case reviews</p> <p>Reviews with referring schools, parents, learners and Hampshire SEN</p> <p>Review Equality Objectives 2022</p>
<p>In Relation to Leadership and Management</p> <ul style="list-style-type: none"> ● Ensure the appointment of all staff is in line with equal opportunities legislation ● To continually consider how well the organisation ensures equality of opportunity for all its learners ● To ensure all new and existing policies and 	<ul style="list-style-type: none"> ● All new appointments are advertised in accordance with equality guidance. All posts are open to applicants of any age, gender or sexual orientation. A person specification is always available to highlight any particular skills required for the post. Recruitment is done through the appropriate checking procedures. ● Staff regularly review the curriculum content in the light of equal opportunity e.g activities that appeal to both boys and girls are always considered. ● Regular reviews are undertaken to identify and remove any barriers to learner participation in all activities offered by the Centres 	<p>CEO, Business & Operations Manager, Heads</p> <p>All teaching staff</p>	<p>Quarterly reports to Trustee Board</p> <p>Annual curriculum reviews</p>

<p>procedures take account of our commitment to achieving equality</p>	<ul style="list-style-type: none"> ● All school policies refer to equal opportunities ● Inclusion Hampshire Anti racism teaching and resources through Anti Racism Charter, self assessment and Action Plan ● Inclusion Hampshire works to prevent and tackle homophobic, biphobic and transphobic bullying through the use of a toolkit and action plan ● Inclusion Hampshire's commitment to Equal Opportunity is communicated to parents and carers 	<p>Heads & Lead for SEND</p> <p>CEO, Business Manager & Heads</p> <p>SLT & Communications Officer</p>	<p>Annual Policy reviews</p> <p>Website Audit Review Equality Objectives 2022</p>
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