

Subject/Area action plan: Equalities			Leaders: SMT & Curriculum Leaders
<p>Vision: That equalities underpins all that we do at Stephen Hawking</p> <p><u>Our key priorities are:</u></p> <ul style="list-style-type: none"> To foster equality of attainment and achievement To foster good relations between people To eliminate unlawful discrimination, harassment and victimisation To improve participation and engagement 			
Action: What we're going to do to meet our key priorities	Resources	How will we measure our progress in this area? How will we know it's happening?	Impact on teaching and learning and on outcomes for pupils. What will we see when we've done it?
To develop the work of the federation so that SHS pupils are 'ambassadors' for disabled children and their families and HG pupils are their 'advocates' (see Pupil Voice action plan)	Time Staffing costs	External review of federation work by Leadership Consultant	Pupils will have increased understanding of one another
Target individual pupils for additional support to promote attainment and achievement: intervention to include work with SHS MSI teacher, Music therapists, MDT etc (see PPG statement, MDT, MSI and Assessment action plans)	MSI teacher Music therapist	Pupil progress meetings Summative assessment of IEPs and AR targets	Pupil attainment and participation will be enhanced
Enhance the curriculum through trips and enrichment activities to enable access to adventurous activity (see Physical Development & Exploration action plans and sports premium plan)	Costs of visiting professionals Cost of residential	Teaching and learning reviews review	Curriculum will be enhanced through activity beyond the classroom. Children's access to wider curriculum will have improved.
Review core texts used across the school and implement the RSHE policy (see Communication action plan)	Additional resources for classroom activities – e.g. enhancing book collections to ensure that all types of children and families are well represented	Books and learning resources will be representative of the children and their families	All pupils will engage in rich learning opportunities.
To support all families to enable their child to attend school regularly and provide opportunity for pupils whose circumstances restrict their access to full-time education (see Parental Engagement action plan)	HSLO AWA	Attendance data	Pupil attendance will have improved.
Further develop parents as partners in their children's learning and the life of the school (see Parental Engagement & EYFS action plans)	HSLO	Parent focus groups Parents surveys Attendance at events	

To promote inclusion for children with S/PMLD across Tower Hamlets through the work of the Outreach Team (see Outreach Action plan)	Outreach Team	Review of caseload Feedback from mainstream schools	Pupils will be well included in their schools, and staff expertise will be enhanced
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