

The Warriner School
Equality Policy Impact statement January 2017

The Warriner Multi Academy Trust's Single Equality Policy has 2 key equality objectives, and the policy outlines in detail what we will do to achieve them. The equality objectives are;

- **To ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools.**
- **To ensure progress of our children is not hindered by inequality**

The aim of this impact statement is to show our compliance with the Public Sector Equality Duty by demonstrating the impact of our Equality Policy and the progress towards our Equality Objectives.

This year at The Warriner School we have done the following *to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice;*

- Held anti-bullying and anti-homophobic bullying assemblies,
- Students have written and taken part in a LGBT awareness performance that is being performed at a number of schools and has been endorsed by the Oxfordshire Safeguarding Children board,
- Appointed a LGBT champion
- Undertaken staff training
- Reviewed our Behaviour and Bullying and prejudiced based incidents policies

This is how we've measured the impact;

- Consulted with parents about bullying and our ability to deal with incidents and support for SEND as part of our annual survey
- Monitored incidents of bullying.

This year at The Warriner we have done the following ***to ensure the progress of our children is not hindered by inequality;***

- Monitored the progress of students with different characteristics in comparison to the whole cohort.
- Put strategies in place to minimize gaps identified. These are bespoke depending upon the identified need.

This is how we've measured the impact;

- Data progress reviews 4 times a year for identified vulnerable groups including SEND

The schools in the Warriner Multi Academy Trust will continue to strive towards removing inequality as a barrier towards achievement. We will ensure that our staff, parents and student are familiar with our Equality Policy, the objectives in it and what it means in practice.