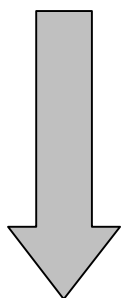


Very Good School Single Equality Scheme

Developing the Scheme

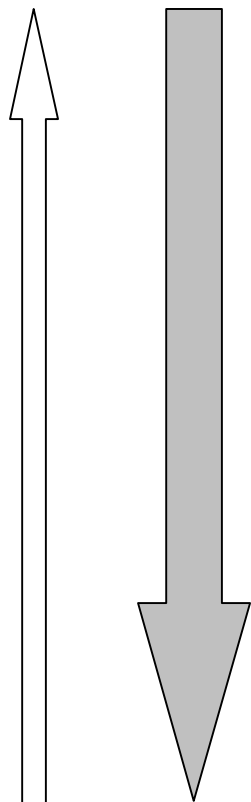


Develop a shared understanding of **vision and values**

Establish a working party, perhaps a senior manager, SENCO, governor, parent, staff rep, to help develop the scheme

Involve staff and learners who share an aspect of their identity in relation to disability, race, gender, age, sexual orientation, religion or belief. Consider involving others too – parents, governors and local community groups. Consider surveys, focus groups and other activities

Deciding what to do



Review progress in promoting equality, inclusion and community cohesion. Gather and analyse information – from the SEF, School Access Plan, learner participation and achievement data, staff recruitment data, for example.

Consider all aspects of equality – race, community cohesion, gender, disability, age, sexual orientation, religion and belief (and other aspects of inequality due to background, circumstance or identity)

Identify priorities that address all elements of the general duties:

Race

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups.

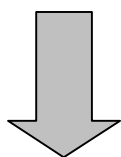
Disability

- promote equality of opportunity between disabled people and other people
- eliminate unlawful discrimination
- eliminate disability- related harassment
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to take account of disabled peoples' disabilities, even where that involves treating disabled people more favourably than other people.

Gender

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

Putting the Scheme into practice



Develop an **action plan** to meet priorities

Agree roles and responsibilities

Publish and promote the Scheme

Establish processes for **monitoring and evaluating** the Scheme and Action Plan. **Report annually on performance**

