



Alver Valley Schools Equality Objectives Update Statement May 2021

Objective 1: Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the staffing and pay sub-committee of the governing board.

Why we have chosen this objective: A formal review of this data collected is yet to take place. Progress we are making towards this objective: Review to be arranged with those with responsibility for recruitment, analysing a range of appointments made 2019-2020 academic year with a focus on the above criteria. To be considered as an annual activity.

Update May 2021

HR have collected all Equal Opportunity forms from all applications from Sept 2020 ready to analyse. Categories as listed in the form itself will be collated ready for review by LMT/Governors. This data will be ready for July 2021.

Objective 2: Ensure reasonable adjustments continue to be made for all staff with disabilities or medical needs, to meet their needs better and ensure that any disadvantages they experience are addressed. Implement an annual review with staff with ongoing needs to ensure they feel their needs are met beyond staff requesting changes or review.

Why we have chosen this objective: Currently staff disclose when they feel they need an adjustment. Moving forward a review would ensure that adjustments continue to be beneficial in supporting the employee and gives a formal check in point to ensure needs are being met.

Progress we are making towards this objective: Alongside School Business Manager, the Executive Head Teacher will identify staff who meet this criteria and plan regular annual meetings as a minimum to update their medical needs, support their operational and emotional needs and general situation. (Summer Term 2020 onwards)

Update May 2021

All members of staff with a medical need, were seen as part of the COVID-19 risk assessment in May 2020.

Medical health declarations are provided at the application and induction stages, School Business Manager actions any necessary risk assessments at this point and set meeting dates for new staff members on an annual basis.

Diary dates have been set to meet with vulnerable members, whose conditions are subject to change before their annual review. Annual review dates for all listed staff will take place after May half term 2021.

Objective 3: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Progress we are making towards this objective: CPD to be arranged

Update May 2021

Staff and members of the FGB who are involved in the interview process have completed online or in-person safer recruitment.

HR reviewing available courses for CPD around equality.

Objective 4: Carry out a review of home learning to ensure no groups are disadvantaged. Identify and address any potential barriers such as lack of access to the internet or technology or other basic resources.

Why we have chosen this objective: This activity has not been carried out before and the current climate suggests this would be a useful activity to ensure no groups are disadvantaged both now and in the future in home learning activities.

To achieve this objective we plan to: Review the current position and gather information on entry to school. Monitor interaction in home learning and speak with families to identify reasons for lack of engagement to address any barriers. Consider use of alternatives to technology based learning and use of PP funding to support families if this would be appropriate.

Update May 2021

Full audit of home learning provision carried out by SLT working party to evaluate and improve remote provision using the DfE format. Shared with FGB and Staff. Views of parents sort using a remote learning survey devised by the school this along with levels of engagement were tracked and reported to FGB.

Forms used to collate information about internet and device access at the start of lockdown and this was used to ensure all families had the technology to access home learning.

Admissions officer has introduced a section in our admission paperwork to obtain information about devices at home. This will allow us to make informed decisions linked to home learning for our new students in the future.