



Governor Monitoring Visit

Name and role of governor(s)	Jo Fitzpatrick Pupil Premium Link Governor
Name and role of staff member(s)	Jon Bacon
Date and time of visit	Friday 26 th February 10am
Type of Visit	Virtual meeting on Teams - discussion only
Purpose of visit	Equality policy review, discussion on information received from Jo Ward DCC and how JB can update the information and policy wherever applicable
Key questions to explore	<p>What actions are required to update this area?</p> <p>How much governor involvement does this require?</p> <p>What impact would this have on staff and the present workload?</p> <p>Do staff know how to access support?</p> <p>Do staff have all necessary resources and equipment they need to implement this?</p> <p>What training has been considered to enable staff to implement this?</p> <p>How are we using the curriculum to ensure all pupils are aware of the importance of inclusion and equality and are encouraged to speak and think about it?</p> <p>How will parents be informed of this?</p>

<p>What is the school doing within this area of focus? STAFF</p> <p>Jon has attended meetings with DCC and other heads to discuss how this will be implemented, and what aspects are mandatory as well as the statutory duties can be included into the curriculum.</p> <p>Self-evaluation in SLT meetings, it is considered that minutes in the meetings to be taken from September 2021</p> <p>It has been advised an Equality policy is not a mandatory requirement, however, a publication of an equality and inclusion statement is planned to be put up on the school website.</p> <p>As equality objectives are reviewed every 4 years JB felt that after reviewing the current policies that this will need updating more effectively to meet current standards, hence why this has not been signed off yet. This includes adapting the requirements to link to the school's SIP and the school's objectives. This will tie in with a measurable area of self-evaluation the school can use to implement improvements.</p> <p>The curriculum will be reviewed to include the teachings of equality and inclusion without creating a separate subject for this requirement, this will prevent creating more work for the staff by Integrating these subjects appropriately into the curriculum.</p>



Parent consultations to be held virtually due to Covid-19 restrictions, which will define the curriculum content, explain to parents how it will be taught, who will teach it, and explain that parents do not have the right to withdraw their child as this is a statutory requirement. It will also be advising when the policy will be reviewed.

The link is on the school website under the Key Information tab for parent consultations, easy to locate as I checked the website. It is online consultations only due to Covid-19 restrictions.

JB does anticipate there being a couple of concerned parents when it comes to receiving feedback but is confident in addressing these concerns and going through everything with them. He has reiterated the school's statutory duties to deliver this.

JB is excited to present the "No Outsiders approach – All different, all welcome" which is a series of inclusive stories surrounding equality aspects in the form of story books. This is considered a positive introduction to encouraging positive behaviours and inclusive approach, these tie in with the school's ethos and will be presented in school assemblies.

Next steps – Reviewing the curriculum PHSE in particular to include these characteristics of equality, looking to include these aspects into current subjects rather than creating a separate subject for them, allows the school to implement their statutory duties and seamlessly transferring into the current workload without creating more work for the staff.

This will be drafted into Shelton Junior School's equality objective and a link to the page will be included.

This has been simplified into 3 main equality objectives:

- To Embed the "No Outsiders" approach into the curriculum
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum
- To Narrow the gap in reading between boys and girls

Considering the current challenges, the school is already facing with Covid-19 restrictions these are SMART objectives.

Governor involvement – As the plan is to incorporate these objectives into the current framework, the main question to keep in mind:

"Are we paying "due regard "to the duties of the equality act whilst we make these decisions?"

PUPIL WELLBEING

Continue to positively promote reading, World book day is coming up, continue with the reading challenges,

Long term plan, Review the reading areas and the library from September 2021 onwards as current circumstances have forced the reading areas out of the classroom to accommodate appropriate spacing of desks for social distancing rules.



JB and HC will be looking into online training on implementation of the equality act – this will benefit the children and provide confidence in addressing any situations swiftly in regards to any behaviours which do not consider the due regard of the duties of the equality act.

How do you know the school's actions are having an impact?

The careful consideration of the objectives to meet current statutory requirements for all.

The planned implementation of the objectives without creating more work load for the staff

Review of the parent consultation by JB in regards to how this will be implemented into the curriculum.

The planned objectives to seamlessly transfer into the SIP for measurement and review short term and long term.