



Eliminating Discrimination

St Anne's Academy Policies detailed below include specific references to avoiding discrimination, in furtherance of the commitment to promoting equality in all aspects of Academy life.

- Single Equality Policy
- Behaviour Policy
- Anti-bullying Policy
- Recruitment and Selection Policy
- Health Related Absence Policy
- Teachers' Pay Policy
- Performance Management Policies
- Disciplinary Procedure
- Grievance Procedure
- Guidance for Safe Working Practice for the Protection of Children and Staff in Education Settings
- Procedure for Managing Allegations Relating to Child Protection Matters

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

Date	Group	No of students	Activity	MOS	Intended Impact
Ongoing Sep 2015	All, SEN		Learning Support	SENCO and TAs	To provide access to learning support for vulnerable and disaffected students and for all students who require additional and flexible support and guidance as the need arises
Ongoing Sep 2015	All		Soul Discussions	Christian Faith and Community Coordinator	To tackle social concerns and address current issues as well as sharing and opening Gospel for all
Ongoing Sep 2015	All, vulnerable, SEN		Homework club	Pastoral Staff	To provide a quiet place and reflection area for self-study, independent learning and other activities for all students who require
Ongoing Sep 2015	Low attendance and poor punctuality	As referred	Attendance Panels and attendance strategies	VP Pastoral, Pastoral Staff inc EWO	To overcome barriers to attendance and punctuality and ensure all students access right to education
Ongoing Sept 2015	Learning / physical disabilities	As referred	Access to reader / scribe / extra time in examinations	SENCO	To ensure examinations accessible to all students with learning / physical disabilities
Ongoing Sept 2015	ASC Students	As referred	RANs support sessions ASC Support Group for Parents	SENCO	Student and family support to ensure positive outcomes in Academy
Ongoing Sept 2015	Alternative Provision	Brownhill School	Links between Brownhill School – SENCO / Lead Behaviour Mentor	VP Pastoral, SENCO, Lead Behaviour Mentor	Improved educational / social & emotional outcomes
Ongoing	Vulnerable	As referred	Educational Psychology Support	SENCO	Identification of students for

Sept 2015	Students				statemented support
Ongoing Sept 2015	Students with ASD and Communication Issues	As referred	Speech, Language and Communication (SLCN) Social Skills Intervention	SEND Team	Development of raised levels of confidence / awareness of social interaction
Ongoing Sept 2015	Year 7, 8 and 9	As referred	Literacy Support	SEND Team	Improving literacy levels in identified students
Jan 2016	Year 11, 12 and 13	All	Sound Training Intensive Literacy and reading support package for 6 weeks	Trained Staff	Improved reading and literacy in identified students
Sept 2015- July 2016	Learning Support Students	As referred	LSU Science Coursework Catch-up	Learning Support Coordinator	To increase percentage of GCSE passes at C or above
Sept 2015- July 2016	Students with Social and Emotional Issues	As referred	Circle Time	Learning Support Coordinator, EAL Coordinator	Developing social, emotional and oracy skills
Sept 2015- July 2016	Learning Support Students	As referred	ICT Catch-up	Learning Support Coordinator, EAL Coordinator	To increase percentage of GCSE passes at C or above
Ongoing	Students with anger issues	As referred	Anger Management Programmes	Lead Behaviour Mentor	To proactively address anger management issues
Ongoing	Students with BfL issues	As referred	Behaviour Strategies	Lead Behaviour Mentor	To develop strategies to cope with BfL issues and triggers
Ongoing	Students with low Self-Esteem	As referred	Self Esteem	Lead Behaviour Mentor	Developing learners' confidence and the ability to assert themselves appropriately
Ongoing	Students with Social and Emotional Issues	As referred	Social / Emotional	Lead Behaviour Mentor	To address the needs of students with issues regarding social and emotional needs
Ongoing	Students with challenging behaviour	As referred	Behaviour Panels and behaviour strategies	VP Pastoral, Director of Finance, YDs	To address conduct concerns and improve behaviour for learning
July 2015	EAL	As referred	Literacy interventions	EAL Coordinator, Literacy	To develop basic literacy in EAL students

				Intervention Manager	
Ongoing	EAL Students	As referred	In class support	EAL Coordinator, TAs	Development of EAL skills
Ongoing	Disaffected	As referred	Extended Work Placement	VP Pastoral, Inclusion Mentor and Hopwood College staff	To offer and provide personalised curriculum to meet the needs of identified learners and ensure all learners can achieve success and make individual progress
Ongoing	Disaffected, challenging behaviour	As referred	Alternative Provision: Fairbridge – Prince’s Trust	VP Pastoral, Inclusion Mentor	To offer personalised learning, re-engage challenging students and match curriculum to student aspirations. To boost self-esteem, confidence and develop skills for life to avoid NEET
Ongoing	Y12 & 13	Whole Year Group	Sixth Form Faith Programme	Principal, VP Operations, Christian Faith and Community Coordinator, Sixth Form Pastoral Faith & Family Support Coordinator	To develop knowledge of the Christian Faith and to further promote the Faith Ethos of the Academy
Ongoing	Vulnerable Students	As referred	Social Interaction	Learning Support Coordinator	To develop social and self-awareness skills and confidence in students with self-esteem and relationship issues
Ongoing	Inclusion	As referred	Bike Project	Inclusion Mentor / Technology Teachers	To develop new skills, responsibility, planning
Ongoing	Aimed at Inclusion students/ vulnerable cohort	As referred	After School Club	Inclusion Mentors	Support with homework, development of social skills

Ongoing	Identified families and students	As referred	Opening and maintaining CAFs	Director of Pastoral, Assistant Director of Pastoral and SENCO	Clear and structured meetings with clear outcomes involving outside agencies such as CAMHS, RANS and CSC
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Fostering good relations across all characteristics, between people who share a protected characteristic and people who do not

Date	Group	Activity
Ongoing	Y7-Y13	Pastoral Assemblies: Attendance, Punctuality, Conduct, Relationships, Current Issues
Autumn Half-Term 1	Y7-Y13	Faith Assemblies: For example: Kindness and Perseverance
Autumn Half-Term 2	Y7-Y13	Faith Assemblies: For example: Kindness, Perseverance, Respect, Form Assemblies, Christmas
Spring Half-Term 1	Y7-Y13	Faith Assemblies: For example: God's Family, The Apostle's Creed
Activities by the Social Concern Students and Families		
	Social Concern Students	Imperial War Museum visit for local OAP group
	Social Concern Students	Pamper Party and Fashion Show
	Social Concern Students	Roller City
	Pastoral Manager and Family Support Worker with vulnerable students	Visit to Imperial War Museum with elderly residents from local community: Demesne, Langley
	Social Concern Families	Blackpool Zoo
	Social Concern Students	Blackpool Pleasure Beach
	Healthy Eating Cohort	Support during withdrawal lessons in order to achieve B Grade GCSE in Healthy Eating
Sept	Y11 and Sixth Form	Inspirational Speakers: Including Barry Woodward, Paul McCann, Sharon Amesu
Nov	Y7-Y13	Firework Event for Demesne Community

Nov	Y7-Y11	Anti-Bullying Week Programme
Feb	Y7-Y11	Esafety week
Dec	Soul Habits Students, Catering Staff and Faith Team	Preparing Christmas Meal for 25 elderly residents of local community: Demesne, Langley
Dec	Y12 / 13, Catering Teacher and Social Concern Staff	Preparing Christmas Meal for 60 homeless people: Bridges, Rochdale
Dec	Inclusion After School Club	Carol singing at Langfield Care Home
July	Y8	Tea Dance for 25 elderly residents of local community: Demesne, Langley. Students plan and prepare games, music and food for the whole afternoon.
October	Y10	World Mental Health Day
September 2015	Y7-Y13	First Aid Training
Nov	Y8 and Y9	Prison Me No Way