

### The Beacon Equality Statement

The Beacon Folkestone is committed to ensuring equality of opportunity to all pupils, staff and visitors. Our Core Values are at the forefront of everything we do and we ensure all at The Beacon are treated equally regardless of age, disability, race, colour, ethnicity, nationality, religious belief, gender, gender identity, transgender, sexual orientation or marital status.

The Beacon strives to be an all-inclusive environment and is always looking for opportunities to broaden the knowledge and experiences of everyone who is involved with both our services, and the staff and clients of those using the services of our multi-agency hub.

Our aims for this year are to ensure there are more equal opportunities for pupils, staff, their families and the wider community, regardless of their disability and this forms an integral part of our School Improvement Plan.

The aims for 2016-2019 are to build and improve schemes to help bring down barriers for disabled children and young people and to broaden the experience of life both inside and outside the school community for all staff & pupils.

AIM	ACTION	LEAD	PARTNERS	SUCCESS CRITERIA
To develop a wider offer of options beyond the age of 19	To invite local providers to careers fairs.	Assistant Head 14-25	EKC 14-19 Impartial Advice Group	Variety of options for students with disabilities to access including apprenticeships, college and working in the community.
To ensure that pupils grow as young citizens and contribute to their school, local & wider community	All subjects to devise a subject improvement plan, investigate opportunities to be creative and to include outdoor learning to personalise provision.	Assistant Head 3-14	Teachers	Pupils and staff to have knowledge and understanding of the diversity of spiritual, moral, social & cultural beliefs.
To build our support for parents, clear signposting of services to offer advice to help their child reach their full potential.	Offer more opportunities for communication. Parent training	Multi Agency Leader	NHS Community Nursing Early Help Police	Reduce the number of referrals to social services Help families before they reach crises.

AIM	ACTION	LEAD	PARTNERS	SUCCESS CRITERIA
To create a broader provision so that all pupils have opportunities to access a wealth of activities and events beyond the school day	To review suitability of clubs for all To review interests of pupils To consider diverse needs of pupils & staffing ratios	Assistant Head 14-25	After School Club supervisor Locally providers	More accessible after school clubs for Tier 2 pupils
The Beacon to be involved in international projects promoting learning for pupils with SEND internationally	Join the Education Development Trusts international system leaders programme. Develop the link through to classroom based practice.	Executive Head	Schools in Kenya (initially)	Successful link to share expertise & practice. To widen the programme to include a 'family' of schools via EDT links
To utilise the skills of the staff to support partner schools	Organise the exchange of staff with other schools. Schools Partnership Programme	Head of School	KASS CLASS SPP	All staff have access to secondment, opportunities, joint practice, development & collaborative working through individual appraisal targets.
To build links with the local academy to share facilities and events	To identify areas for joint collaboration	Head of School	Folkestone Primary & Secondary Academy.	Sharing of expertise. Offering more opportunities for pupils to join mainstream school activities.

**UPDATE SCHEDULE**

<b>Version</b>	<b>Reviewed</b>	<b>Reason for Update</b>	<b>Next review date</b>	<b>Governor agreement</b>
1	New	New for The Beacon	November 2017	23.01.17