

Equality and Diversity Champion Award Criteria 2016 /17							
School:		Initial pre-Checklist					
Ref	Criteria	Not met	We could meet that	Currently met	Evidence Examples	Notes	Impact of Input for Final Evidence
1a	Leadership and Participation Staff are aware that the school is working to become an Equality and Diversity Champion. A senior member of staff should oversee and liaise with governors. An Equality and Diversity task group is formed to include at least 2 teachers from years 5 and 6 in primary and relevant years in special schools and to ensure that the Programme is implemented across the whole-school with the whole school involved, taking ownership of their involvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Equality and Diversity programme is included on each Staff meeting agenda to give regular feedback to whole school. Equality and Diversity displays made and visible. Equality and Diversity should be regularly visited as an assembly theme. Advertising banners and exhibition borrowed and displayed for period of time. Articles on website / newsletter. Staff meeting reserved for four sessions 1. Results of the survey and planned interventions. 2. Sally Palmer on LAC and Young Carers 3. Homophobic language and bullying 4. Follow up survey results, discussion and way forward.		
1b	Participation Pupils are aware that the school is working to become Equality and Diversity Champions taking ownership of their involvement. Equality Teams are developed in the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	School council activity. The Equality and Diversity Champion programme is a standing item on the agenda of school council meetings Equality (E) Teams are developed to ensure the sustainable nature of the project. Pupils take a lead in activities. Key groups of pupils identified to lead.		
1c	Participation Parents are aware that the school is working to become Equality and Diversity Champions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Parents newsletter etc with details about the coming year's activities and updates as they happen. Activities recorded on the school website or life channel. Parents invited to Equality and Diversity activities where possible e.g Indian Dancing at the end of the school day with Sport Art 4 All . E safety training at an arranged parents meeting. Consultation on anti bullying policy etc.		

2a	Anti Bullying Policy /Difference and Diversity Policy The school will have a current anti bullying policy, in line with DFE and local authority guidance that includes processes to identify and respond to incidents of bullying including recording of incidents, and will make a commitment to delivering planned Equality and Diversity Training education according to age need and ability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence that the original anti bullying policy has been revised and is known to the school community		
2b	Policy Consultation: Parents will be involved in developing an Anti Bullying /Difference and Diversity Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Surveys developed and completed by parents. Parents consulted on new policy		
2c	Policy Consultation: Young people and children are involved in developing Anti Bullying/Difference and Diversity policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Surveys developed and completed by children and young people. Pupils consulted on policy at each stage.		
3a	Collect Baseline Data Deliver Children and Young People the 'Understanding Bullying' lesson prior to them undertaking the Anti Bullying survey. This is essential to get a true understanding of what has been experienced by your Children and Young People Year 5 and 6 pupils in primary, up to discretion of school in Special schools. Initial Survey goes live on Friday 9th September and closes 3 weeks later This survey and lesson must be completed by Friday 30th September 2016.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data and findings analysed and discussed by school and Difference and Diversity group Completed by Friday 30th September 2016. Results of the survey will be discussed on 4th October 2016 Please book in a staff meeting for as soon after 4th October 2016 as possible where the results of the survey can be discussed with the whole staff. This is very important to keep everybody on board and ensure that they understand the importance of the project		
3b	Collect Follow Up Data: Pupils complete the anti bullying survey for a second time after diversity work has been delivered - using the same key group to collect data for evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Follow up survey takes place with same cohort of children and young people. To be completed by 30th June 2017 , nine months after the initial survey. Please book a part of a staff meeting where these results can be compared with previous results		
4a	Planned programme of Difference and Diversity input The school and outside agencies deliver appropriate Difference and Diversity education to pupils, based on data that identifies the needs and experiences of young people. The school has planned and booked an academic year's worth of events and input with the various agencies. All input that has a cost attached should be completed by 3rd March 2017. This will ensure that partners are paid in this financial year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All input from partners has been booked in and completed. All input is photographed, or recorded in other ways to use for your final validation of work.		
5	Sally Palmer Looked After Children and Young Carers: Schools will host Sally Palmer (advisory teacher for LAC) for a 90 minute staff meeting before the end of May 2017 about both these areas. It will be a brief session to support understanding of Young Carers and Looked After Children and the challenges they face. Information on the following will be included: Which young people are in these groups? What are the issues? How can we give extra support The session will include Case studies, film clips and a short quiz.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Date for staff meeting is booked with Sally on 9th September 2016. Staff meetings completed by May 2017		

6	<p>Become a Stonewall School Champion. Two representatives from each Primary/Special school will attend Stonewall school champion training on 8th November 2016 at the Tickfield Centre 9-4.30 . This will equip your school with resources and skills to launch the work in your school. Hold a staff meeting . assimilate new resources into your PSHE/RSE scheme of work.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Staff audit of training needs, evidence of staff training and follow up. Book in a staff meeting to address whole school approach to tackling Homophobia Bi phobia and Transphobia and language in the school. Evidence of success in addressing homophobic language in schools Evidence of additions to the curriculum to include work on Different Families and FREE resource for Primary and FIT and LGBT inclusion in RSE policy</p>		
7	<p>UCL Centre for Holocaust training. Two representatives from each school participate in a professional development day entitled 'I wonder where I will be tomorrow?' Which is a newly developed resource specifically designed for educators of Key Stage 2 onwards. Schools will be guided through ,a comprehensive scheme of work ,how the scheme promotes independent thinking and learning, the place of the scheme in the school's spiral curriculum, historical context and background, how the scheme enhances other agendas SMSC, GLP, PBV and Healthy Schools Agendas</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>All schools attend the one day training and any future follow up sessions. Date of training to be confirmed.</p>		
8	<p>Hate Crime, All schools will host a Hate Crime Assembly for years 5 and 6 or relevant year groups up to the discretion of the school. The Assembly will be led by Neil Monk from Victim Support who is the Essex Hate Crime Project Coordinator</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>All schools to book Neil Monk for an assembly and have completed the assembly by May 2017</p>		
9	<p>Body Image. Schools to send two members of staff to training on Body Image on Thursday 2nd February 2017 led by Deborah Hart at the Tickfield Centre 1-4 pm. Workshop to show latest resources for all age groups that can be used to help children and young people have good self esteem around Body Image</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Evidence that lessons to raise self esteem around Body Image are included in the PSHE curriculum. A project led by the children on Body Image has taken place.</p>		

10	Show Racism the Red Card - At least two members of staff have attended the SRTRC teachers training event on 23rd September 2016 9am-13.30pm at the Tickfield centre , schools have received 2 copies each of DVDs and education packs. There has been a training event in each school either for years 5 and 6 ,or at your discretion. The focus of the first hour's training is on anti- racism,which may include migrants, Islamaphobia and refugees and focuses on stereotypes, language, judging people, racism in the media. The second hour of input will be bespoke depending on the needs of the school. In partnership with Southend.United.C.E.T or Active Life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence of Feedback from the pupils and teachers. Can be displays, or through any other media. Workshops, assemblies and all input by Show Racism the Red Card must be complete by 3rd March 2017		
11	Ability Action -Pupils and staff in your school have experienced an assembly delivered by Ability Action. Pupils in years 5 and 6 or relevant year groups have experienced at least one workshop session delivered by Ability Action. Which could be on the subject of Disability and bullying, sport,difference, fairness, culture and media or literature.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence of feedback from the pupils and teachers. Can be displays, or through any other media. Workshops, assemblies and all input by Ability Action must be complete by 3rd March 2017		
12	Nathan Timothy Songwriting Trust. Bullybeat addresses the emotional health and wellbeing 30 pupils from each school take part in an anti bullying songwriting workshop for a whole day. Bully beat has been designed to enthuse children about the process of lyric writing singing ,music arranging whilst promoting a serious anti bullying message	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The song that is produced to be used as evidence and added to the school website. Workshops must be completed by 3rd March 2017		
11	Sport Art 4 All Ltd. Schools have hosted a day's input from Sport Art 4 All, which supply multi cultural focused workshops promoting cultural harmony and a better understanding of different cultures and traditions. They provide Cultural Diverse arts activity workshops through various art forms such as dance, music and visual arts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence of Feedback from the pupils and teachers. Can be displays, or through any other media. Workshops and assemblies by Sport Art 4 All must be completed by 3rd March 2017		
12	Cyberbullying Plays -BTEC Students from South Essex College will perform a play on Cyberbullying to years 5 and 6 or at your discretion for special schools, plays will be age appropriate. The session take 30 minutes and should be followed by a follow up session in class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence of having hosted the play. There are 2 performance days only Monday 16th January 2017 or Monday 23rd January 2017 you will be allotted one of these days dependent upon your geographical position in the town. West and central 16th January 2017 East and Central 23rd January 2017		
13	CEOP (Child Exploitation Online Protection) At least 2 members of staff will be trained on how to deliver CEOP resources Children and Young People in years 5,6 will receive education around E safety Teachers will be trained in the "Think You Know" training package which will then allow them to educate students. Input for parents will be offered through parents evenings parents associations whichever way is most suitable to the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence that two members of staff or governors,from each school have been trained. Training session to take place on Thursday 1st December 2016 9-12 at the Tickfield Centre. Evidence of Feedback from the pupils and teachers. Can be displays, or through any other medium.		

14	Half Termly training As a school involved in the Equality and Diversity Champion project there will be half termly meetings with the other schools to share good practice and train together. It is essential that schools attend these sessions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Schools must send two members of staff to our half termly progress and training meetings which will generally be half days. Dates confirmed are Tuesday 4th October 2016 1-4pm Feedback from Surveys, Thursday 24th Nov 2016 1-4pm, Thursday 2nd Feb 2017 1-4pm Body Image, Tuesday 21st March 2017, 1-4pm, Thurs 18th May 1-4pm, Thursday 15th June 2017 1-4pm. All sessions will take place at the Tickfield Centre, there will be a variety of relevant training sessions at each session		
15	RE Develop the R.E curriculum to support the Equality and Diversity programme. Respect, Disrespect Work on World Religions. Attend the Respect Conference 2017 curriculum/assemblies to include a wide range of understanding about different religions, involving local religious leaders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Attendance of RESPECT conference Feb/ March 2017.TBC Evidence of work with different religions e.g visits to Synagogue, Mosque etc. Feedback from the pupils and teachers. Scheme of work Can be displays, or through any other media.		
16	Special Education Needs - Enabling SEN students in your own school environment Attend this bespoke training for Equality and Diversity Champion schools. 'Reasonable adjustment' enabling SEN learners in your own environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Relevant school member(s) attend a 1 hour training session as part of our half termly network meeting, facilitated by Alison Paveling of the St Christopher School Academy Trust.		
17	The Equality Policy is published on website along with the Equality Objective that the school will be working on each academic year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evidence on school website. Supported by brief training session by Alison Paveling		
18	Campaign/key message: Pupils promote positive messages in relation to Equality and Diversity through a whole school campaign. Pupils produce a permanent sustainable piece of work derived from the input with a focus on an element of the year's project	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Students present a message through a permanent piece of work in the school, to promote the Equality and Diversity work that has taken place this year. Work is shared with whole school community and other Southend schools.		
19	Final Evidence of impact and achievement School produces evidence of impact of the programme through a school story. Schools compare before and after surveys. This piece of work should be submitted before the end of the academic year 2016-17 for celebration in November 2017	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Schools submit school story by July 3rd 2017 in time for moderation at the Healthy School Quality Assurance Group on July 12th 2017 meeting in order to achieve Enhanced Healthy School Status		
20	Final Award Event: Pupils and parents are involved in how they positively promote and celebrate their successes and processes in relation to celebrating Equality and Diversity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Parents are invited to attend an assembly or suitable whole school celebration event. Difference and Diversity group send representation		

