'inspire, learn, enjoy and achieve'

2024-2025 ANNUAL PROGRESS REPORT ON THE TOR VIEW SCHOOL EQUALITY STRATEGY

The Tor View School Equality Strategy and objectives provide an insight into our ongoing commitment to equality and inclusion and diversity. It sets out in one place our equality objectives and the arrangements in place for embedding an ethos of inclusion in everything that we do and with all stakeholders.

The Tor View School Equality Strategy and supporting actions are 'living' documents. Therefore, the strategy and action plan will be reviewed yearly to ensure that our policy and practice are relevant in the face of emerging and prevalent national and local priorities and also the key priorities within the college improvement plan.

Strong, visible leadership is essential to effectively embed equality throughout the college organisation and our directors, leaders and staff will continue to work together with stakeholders to drive change and champion equality.

Tor View School believes in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our whole community.

1. Sea View Trust Objective 1

- To monitor and analyse pupil achievement by race, gender and disability and act on trends or patterns in the data that require additional support for pupils.

Highlights

- Data is analysed termly and information is shared on a data dashboard with the Tor View School local Governing Committee and with the trustees of the Sea View Trust. Any learners who are identified as not on target receive intervention.
- Tor View School have recently been reaccredited for all strands of the Lancashire Equality Mark and are the first special school in Lancashire to do so, which demonstrates our hard work and dedication to equality.

2. Sea View Trust Objective 2

- To monitor and analyse staff recruitment, retention processes within the school to ensure equality of opportunity for all staff.

Highlights

- Safer recruitment processes are followed and information in the application form is redacted at shortlisting for all applicants for posts within school.
- Through induction a buddy system is implemented and staff are informed of how school support wellbeing and mental health, including access to employment assistance programmes and services.
- Staff have access to flexible working arrangements as per the Sea View Trust Flexible Working policy and each request is considered carefully on an individual basis ensuring that the needs of the school continue to be met whilst working with staff to support them.
- Opportunities for CPD and skill enhancement for promotion with the school setting are encouraged.

3. Learner objective

- Ensure our learners feel that the school is a welcoming and inclusive environment

Highlights

- Learners attend Trust Learner Voice meetings attended by all the schools within the Sea View Trust to contribute to discussions on what is important for learners in our school settings.
- Learners hold student council meetings weekly throughout the academic year and are able to contribute by doing so to their education within school.
- Prefects are elected within the secondary department.
- Head students are elected by their peers within school.
- Pastoral support is available to learners daily throughout the week.
- Stakeholder audit questionnaires to parents and carers on an annual basis.
- Questionnaires are shared with learners about wellbeing and residentials and are used to inform practice within school.
- Organisation of celebrations events to celebrate the learners within school such as the annual Talent Show which is open to all learners to access and take part in.
- Learners are actively included in the review of policy and procedures in school.
- The school have been successful in being awarded the Wellbeing Award for Schools June 2025 – June 2028
- The school has achieved National Autistic Society Award – Advanced
- The school were awarded the Rossendale Hospice Supportive School of the Year Award in 2025.