

# Equality and Equity Toolkit

## 8. Healthcheck

Created by Connect - [www.connect.scot](http://www.connect.scot)



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# Equality and Equity Health Check

(an audit tool to support focus on Equality and Equity priorities)

- Following on from the previous discussion, the aim of this activity is to look at what is currently happening in the school community to make sure everyone is treated equally.
- Ask each member of the team to complete the health check; this may produce some interesting results as different people have different perceptions, understanding and awareness of what is happening.
- Consider what is working well and where there is room for improvement.
- NB: some of the statements may not be relevant in your school community.
- Remember, you can't do everything! Focus on priorities – it's all about taking small, achievable, and measurable steps.

## Equality and Equity Health Check

Using the tick boxes, select an option:

**GREEN:** Very well implemented

**ORANGE:** Good start

**RED:** Needs improvement

**BLANK:** Don't know

<b>General</b>				
The nursery/school has an up-to-date Equality and Fairness Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Equality and Fairness Policy is written in a way to make it as accessible as possible to everyone in the school community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In order to represent all families, we survey parents and carers to identify and understand diversity in our nursery/school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The nursery/school gives a great welcome to parents and other visitors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Parent Council/volunteers</b>				
Everyone on the Parent Council understands they should try to represent <i>all</i> parents with children at the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school protects the rights of its volunteers, parents, children and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are aware of the skills parents and families may be able to offer the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equality and Equity are always/regularly discussed at Parent Council meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Events and Activities</b>				
Our school/nursery organises events and activities to promote equality and celebrate difference eg religious festivals, Black History Month, additional support needs, LGBTI+ issues, etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We organise social events for our school community to celebrate diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social and fundraising events are planned and organised in a way that allows every family to access them – and includes free events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Equality and Equity Health Check

	Green	Yellow	Red	
Our fundraising activities take into account those with disabilities, differing religious beliefs, financial hardship and differing lifestyles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school community organises events and activities to include fathers and other male family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We make sure our meetings and events are accessible to all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We respect the religious beliefs and practices of all staff and families, and work to meet people's needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family meetings are organised at different times or with a crèche/funding for babysitters so parents can attend and uses online platforms if parents prefer this	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school makes parent consultation appointments available at different times and organises online meetings so all families are included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We use community venues for parent or family engagement events or parents' evenings to attract more families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school runs activities during holidays eg lunch clubs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communication</b>				
We work to make sure communication is accessible to all families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school and Parent Council works with faith groups and other relevant organisations to help promote diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Headteacher/depute head/senior members of staff have an <i>open door</i> policy for parents to talk about family circumstances and issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All parents are aware of how to communicate with the school and their child's teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school community finds ways to support families with information on such things as nutrition, health, parenting, doing school work at home, learning in school, etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Equality and Equity Health Check

Communication from the school and Parent Council is inclusive and welcoming to all and ensures accessibility eg appropriate formats and fonts are used if parents are visually impaired, have dyslexia etc and also reflects diversity eg photographs or posters feature parents and carers which reflect difference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The nursery/school has a room for parents and families to meet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All families know how to access family learning opportunities which are delivered in ways that work for families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We always ask families for feedback on school events/activities, including parent consultations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school community works with local employers, colleges and universities to offer a variety of opportunities to all pupils	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school/nursery are aware of local resources to help support and engage all families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Digital access</b>				
We ensure our families have equal opportunities to access ICT facilities and resources because we know some families do not have this at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school has a homework/learning at home policy which recognises some children and young people may not have access to IT or other equipment/materials; this is reflected in the work set by teachers and alternative arrangements are offered eg a homework club	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school community offers IT facilities/drop-in/online sessions for families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If a family is isolating/shielding or the class/school has closed due to Covid-19 restrictions, the school makes sure there is provision for learning at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Families</b>				
The school/nursery is aware that families come in many shapes and sizes and welcomes everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We work to make sure all parents, no matter their circumstances, are kept up to date with their child's learning and progress (unless there is a valid reason for this not to happen)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Equality and Equity Health Check

Parents and families have opportunities to get to know one another outside school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families have access to a Family Link/Support/Learning Worker	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Decision Making</b>				
Families are involved in planning how to use Pupil Equity Funding (PEF)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families and pupils are involved in improvement planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families and pupils take part in focus groups to discuss equality issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School equality policies are developed and regularly reviewed as a whole school community with refreshers every year for new Parent Council members and new families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Money worries</b>				
The school and Parent Council are aware of the challenges some families face financially when trying to engage with their child's learning, and work to address these	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school community has a school uniform policy which recognises that non-uniform may be a sign of hardship and a supportive approach is taken when discussing school uniform issues with children and their families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school holds additional equipment, uniform, PE kit, etc so all children and young people can participate and be included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school community recognises that transport costs from home to school and for school trips can be a worry for young people and their families; arrangements are in place so they know how to raise this in confidence with staff, how to access help for this and other costs eg the school uniform grant and the starting school grant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school has spare paper/pens/pencils and essential equipment so young people can do their school work at home or in a supportive school environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Our school offers guidance and support for families to access free school meals, uniform grants, for instance. This includes help with completing paperwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school does not charge for resources that are essential for learning and is careful not to recommend additional resources that some may not be able to afford eg calculators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school supports families when they do not have the choice of paying for school meals with cash	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school and Parent Council discourages parents from giving gifts to class teachers and school staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The school community uses the <i>Cost of the School Day</i> ( <a href="https://cpag.org.uk/cost-of-the-school-day">https://cpag.org.uk/cost-of-the-school-day</a> ) resources to help engage with families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collect for a local foodbank/local charities supporting families but are mindful that this request can bring financial pressure onto some of our own families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have uniform/sports kit/outdoor equipment exchange opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff are aware of financial support available to families (eg free school meals, clothing grants, Educational Maintenance Allowance) and regularly let families know about this and offer support to apply for it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Parent Council helps the school to make sure parents know how to get support – financial, emotional, etc – and that all families feel welcome in the school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our school has an affordable breakfast club and after school club and works to find funding for those who need these but can't afford them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Behaviour</b>				
Our school community has a behaviour policy which recognises that all behaviour is communication but could also be a sign of underlying issues. There is appropriate support in place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Equality and Equity Health Check

When using or sharing this Toolkit, please acknowledge Connect as the source.

We welcome your comments and feedback.

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