

Equality Objectives and Action Plan 2017-20

Link to Public Sector Equality Body	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s) eg whole school/ boys/ girls/SEN, Staff etc	Action	Responsibility	Dates from and to:	Indicator of Achievement
All Aims of Duty	All	To increase pupil staff and governor awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise these and how rights link to responsibilities.	All pupils and staff	To increase awareness of the School Single Equality Scheme across all groups within school and how it affects for each individual.	Senior Leadership Team, staff and Governors.	2017-Dec 2020	Pupils, staff and Governors are aware of the school's objectives and action plan. (age appropriate)
All aims of duty	All	To equality impact assess all policies, procedures and practices with particular emphasis on the attainment expectations of pupils and pupils from vulnerable groups.	To enable the school to address the needs of diverse and vulnerable groups at risk of disadvantage and set priorities accordingly.	Whole school	Undertake Equality Impact Assessments on those policies and practices that remain outstanding.	SLT	December 2017 and ongoing.	All procedures and practices equality impact assessed and action points identified,
All aims of duty	All	All staff receive CPD on the school's arrangements to promote equality in the context of their job role.(eg- mid-day supervisory- positive ethos and preventing/ managing incidents.	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job role and the impact of this assessed as part of the overall review of policies,	Whole school	Identify either in school or external training providers who will assist with alternative strategies. Identify any gaps using gap analysis tools	SLT	December 2017 ongoing	Evaluations of CPD indicate an increase in staff confidence and competence. Observations of teaching and learning include strategies to promote equality and narrow the gap outcomes.

		Teachers- curriculum and teaching and learning strategies)	procedures and practices in school.					
All aims of duty	All	Improve displays and other images in the school to reflect and promote diversity in terms of equality groups.	For pupils to have positive visual images throughout their education which show and promote diversity.	All staff, pupils and visitors.	Ensure that displays and signage in classrooms and corridors and the whole school environments promote diversity in terms of race, gender, ethnicity. Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of equality groups.	All staff.	December 2017 ongoing	More diversity reflected in school displays across all year groups. Increase in pupils' participation, confidence and achievement expectations.
Eliminate unlawful discrimination, harassment and victimisation.	Sexual Orientation, Race/Gender identity/Disability/ Religion or belief.	To prevent and respond to all hate incidents and prejudiced based bullying.	Pupils/ feel safer as they are assured that incidents will be dealt with promptly and fairly. Increased staff confidence. Accurate reporting rates.	Whole school and specifically vulnerable and equality groups pupil or those from a faith background.	To review and update existing policies and procedures relating to bullying using the Equality Impact Assessment method. Access staff training and PREVENT, including governors. Ensure continuing professional development for staff to develop	SLT/ Anti- Bullying Lead	December 2017 ongoing	Governors and staff attend PREVENT training including other pertinent training.

					<p>skills in identifying and challenging homophobia and transphobia.</p> <p>Promotion of hate incident recording to pupils/</p> <p>Access and delivery:- ref:- Lancs Police.</p>			
Advance equality of opportunity.	Disability/ All	To increase social and emotional skills for pupils with behavioural, emotional and social difficulties. (BESD)	<p>Improved ability by pupils to handle difficult situations and a reduction in classroom disruption.</p> <p>Undertake Well-Being Questionnaires.</p>	Pupils with BESD.	<p>Train staff to deliver small group work sessions to support targeted pupils in developing social and emotional skills-nurture group if possible.</p> <p>Work with Barnados' school source work.</p>	SLT/ all staff	December 2107 ongoing	<p>Improved classroom behaviour. Reduced challenging behaviour and reduction in need to physically restrain. CPD and training for staff for strategies. Governors ask staff to complete and analyse Well Being questionnaire.</p>
Advance Equality of Opportunity	Disability	To better understand the needs of disabled parents/ carers within our school community.	Improved access and communication with disabled parents/ carers.	Disabled parents / carers.	If need arises.	SLT. H Teacher.	December 2017 ongoing	Information obtained and identified disabled parents/ carers as appropriate.
Advance Equality of Opportunity	Other	To improve the attainment of pupils eligible for free school meals.	Improved attainment	Children eligible for FSM.	Collect and analyse data relating to attainment and attendance by target group.	SLT	December 2017 ongoing	Improved attainment expectations of pupils eligible for FSM through use

								of Pupil Premium.
Fostering good relations	Age	To improve understanding and challenge stereotyping between young and older people.	Increased positive attitudes towards each other.	All year groups.	Set up Enterprise activities/vision for outdoor learning opportunities. Invite in other members of the community to assist with project work.	Class teachers across the school.	December 2017 ongoing	Improve relationships with older members of the community through new school vision-outdoor learning / allotments/ reflective space. Invitations to school events/ visits to older group settings.

Date Action agreed:- December 2017.

Date Agreed for Review 2020