

Equality Objectives and Action Plan 2021-25

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 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,
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.	<p>Pupils/ feel safer as they are assured that incidents will be dealt with promptly and fairly.</p> <p>Increased staff confidence.</p> <p>Accurate reporting rates.</p>	Whole school and specifically vulnerable and equality groups pupil or those from a faith background.	<p>To review and update existing policies and procedures relating to bullying using the Equality Impact Assessment method.</p> <p>Access staff training and PREVENT, including governors.</p> <p>Ensure continuing professional development for staff to develop skills in identifying and challenging</p>	SLT/ Anti-Bullying Lead	December 2017 ongoing	Governors and staff attend PREVENT training including other pertinent training.

					<p>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.

Date Action agreed: May 2021.

Date Agreed for Review: May 2025