## St Peter's Catholic Primary School



## **Equality Objectives 2017-2021**

The equality objectives for St Peter's Catholic Primary School should be read in conjunction with our Equality and Diversity Policy

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

### The school's current Equality Objectives are:-

Protected Characteristic	Objective	How will the objective be measured?
All- Especially Race, Sexual orientation	To increase understanding of different forms of bullying and discrimination including derogatory language	Assessment in PHSE lessons. Feedback- collection of survey data. Record incidents
All – Especially Race, and Religion	2. To celebrate and promote diversity through ensuring greater awareness and celebration of difference	Assessment during PHSE and RE lessons. One World Week, opportunities within curriculum, for instance Humanities. Feedback-collection of survey data
All	3. Actively consider equality duties when making key decisions	Use of Equality Impact Assessment form ( for strategic decisions); SMT minutes of meetings
All- Especially vulnerable pupils faced with disadvantage or disability	4. To ensure that all pupils are given an equal opportunity to achieve	Progress in monitored half termly. Underachievement is identified and addressed through regular tracking. Appropriate intervention is undertaken

#### How the school has developed its objectives:-

The school's current equality objectives represent the school's priorities and are the outcome of a careful review and analysis of data and other information. They also take into account national and local priorities and issues. In particular:-

- The objectives are based on consultation conducted with all stakeholders, evidence collected and published;
- The objectives meet the school's needs and are achievable;
- The objectives are integrated into the school improvement plan;
- The school will publish its objectives on the school's website;
- The school will report annually to the Governing Body on progress towards achieving the objectives;
- Evidence will be published on the school website of the steps being taken and the progress towards meeting these objectives;

The objectives will be reviewed annually and will be updated at least every four years

**Chair Helen Robinson** 

September 2017

# School plan in relation to how its equality objectives will be met:-

Equality	Reasons for objective. Implementation of	Timeframe	Progress
Objective	objective. Monitoring progress.		
1. To increase understanding of different forms of bullying and discrimination including derogatory language	Reason for Objective:  Identified need to increase stakeholder understanding of forms of bullying and discrimination.  Implementation:  Increase parent, pupil and staff understanding of different forms of bullying and discrimination via training, meetings and assemblies in school, published guidance. (Support from MEAS and My Esteem)	Autumn Term 2017	Outcome: Autumn 2017 After Antibullying work completed, improved stakeholder understand that there are many different forms of bullying
	Prepare children for life in a diverse society through SEAL, PHSE, RE and other curriculum areas.  Update school Anti-bullying policy and published guidance in consultation with pupils, staff and parents.  Monitoring  Headteacher will continue to monitor logs / incidents of any bullying or derogatory language in school and respond in line with school policy  Headteacher will report progress of the objective to the Governing Body	On-going  September 2019	All school community know that bullying and derogatory language is not acceptable and that the school operates a "Zero Tolerance" policy  Autumn 2019 Review of PHSE curriculum ongoing to update RSE, further reflect diversity within society
2. To celebrate and promote diversity through ensuring greater awareness and celebration of difference	Reason For Objective:  Identified need to continue to promote understanding and respect for difference.  Implementation:  Organise a programme of assemblies and workshops to raise awareness of diversity during Anti-Bullying week.	November 2017 Ongoing Biannually	Awareness and understanding is raised across the school community of the ways in which we are different and of the importance of tolerance and valuing and

3. Actively consider equality duties when making key decisions	Themed work during One World Week celebrating difference, and supporting understanding of the ways in which we are different.  Exploration of similarity and difference of different cultures and faiths through curriculum, for instance: identify opportunities to explore other cultures/countries, study famous people from ethnic minorities  Displays in school to celebrate diversity: culture, race, faith, appearance, gender.  "Mini Vinnies/Council" involving pupils from the school working to support the vulnerable and marginalised in our society eg harvest festival, homeless charity  Monitoring:  Subject leader and Senior Leadership Team monitoring of curriculum. Regular reports to Curriculum Committee  Reason for Objective:  Equality impact assessments on strategic decision making to remove any potential disadvantage to another.  Implementation  Active consideration to be given to equality duties when making key decisions.  Monitoring  Minutes of consideration/decision making to be monitored by Governing body	January 2018, 2019, 2020 Ongoing  October each year  Ongoing	The school has increased awareness of protected characteristics. And is mindful of these when making key decisions
4. To ensure that all pupils are given an equal opportunity to achieve	Reason for Objective:  Attainment Gap for vulnerable learners when compared to other pupils  Implementation:  Monitor and analyse pupil achievement comparing performance of target groups, for	Ongoing	Progress in monitored half termly. Underachievement is identified through regular tracking. Appropriate

instance, gender, SEN, EAL, LAC, Pupil Premium when compared to other pupils  Act on any trends or patterns in the data that require additional support for pupils.	intervention is undertaken and monitored for impact
Monitoring:	
Subject leaders, Senior Leadership Team, SENCO monitoring of attainment discussed during pupil progress meetings. Regular reports to Curriculum Committee	

# School Accessibility Plan

Aim	Reasons for objective. Implementation of objective. Monitoring progress.	Timeframe	Progress
The school will	Reason for objective:	September	October
ensure that its toilet and changing	Children's toilets encourage gender stereotyping	2017	2017
facilities meet the needs of everyone	Implementation of objective:		Planned work
within the school	The current accessible toilets will be designated		completed
community and are decorated in a way which avoids	accessible/unisex toilet for use by all members of the school community. New signage will indicate the change of designation.		
gender stereotyping	New toilets fitted in the Foundation Stage and Key Stage One to be unisex and will avoid gender stereo typing. Within toilets fixings will no longer be "boy specific" or "girl specific".		
	The school business manager will be responsible for completing the action .		
	Monitoring :		
	Progress towards actions will be monitored by the Premises Committee		
The school	Reason for Objective:	September	September
improves accessibility for	Need to ensure resources accessible to pupils with	2017	2017
disabled pupils	sensory impairment and medical needs	(on-going)	Staff training to
including those with sensory	Implementation of Objective:		manage

impairment and medical needs	Liaise with the sensory support team to ensure aids		pupil medical
medical needs	match the needs of pupil		needs
	Liaise with nursing service to ensure staff are		completed.
	equipped to meet the medical needs of pupils		November
	Update health care plans as required		2017
	Monitoring		A range of
	SLT to ensure needs of pupils met		new
			resources
			in place to support
			pupil
			requiring
			sensory
			support
		September 18	Training
		10	undertaken to manage
			the needs
		September	of children
		19	with
			specific medical
			needs