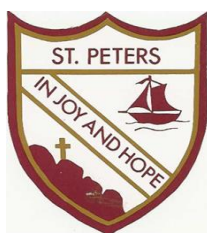


St Peter's Catholic Primary School



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	1. 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

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

Equality Objective	Reasons for objective. Implementation of objective. Monitoring progress.	Timeframe	Progress
1. To increase understanding of different forms of bullying and discrimination including derogatory language	<p>Reason for Objective:</p> <p>Identified need to increase stakeholder understanding of forms of bullying and discrimination.</p> <p>Implementation:</p> <p>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)</p> <p>Prepare children for life in a diverse society through SEAL, PHSE, RE and other curriculum areas.</p> <p>Update school Anti-bullying policy and published guidance in consultation with pupils, staff and parents.</p> <p>Monitoring</p> <p>Headteacher will continue to monitor logs / incidents of any bullying or derogatory language in school and respond in line with school policy</p> <p>Headteacher will report progress of the objective to the Governing Body</p>	<p>Autumn Term 2017</p> <p>On-going</p>	<p>Outcome:</p> <p>Autumn 2017</p> <p>After Antibullying work completed, improved stakeholder understand that there are many different forms of bullying</p> <p>All school community know that bullying and derogatory language is not acceptable and that the school operates a</p> <p>“Zero Tolerance” policy</p>
2. To celebrate and promote diversity through ensuring greater awareness and celebration of difference	<p>Reason For Objective:</p> <p>Identified need to continue to promote understanding and respect for difference.</p> <p>Implementation:</p> <p>Organise a programme of assemblies and workshop’s to raise awareness of diversity during Anti-Bullying week.</p>	<p>November 2017</p> <p>November 2017</p>	<p>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</p>

	<p>Themed work during One World Week celebrating difference, and supporting understanding of the ways in which we are different.</p> <p>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</p> <p>Displays in school to celebrate diversity: culture, race, faith, appearance, gender.</p> <p>“Mini Vinnies/Council ” involving pupils from the school working to support the vulnerable and marginalised in our society eg harvest festival , homeless charity</p> <p>Monitoring:</p> <p>Subject leader and Senior Leadership Team monitoring of curriculum. Regular reports to Curriculum Committee</p>	<p>January 2018</p> <p>Ongoing</p>	respecting diversity.
3. Actively consider equality duties when making key decisions	<p>Reason for Objective :</p> <p>Equality impact assessments on strategic decision making to remove any potential disadvantage to another.</p> <p>Implementation</p> <p>Active consideration to be given to equality duties when making key decisions.</p> <p>Monitoring</p> <p>Minutes of consideration/decision making to be monitored by Governing body</p>	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	<p>Reason for Objective:</p> <p>Attainment Gap for vulnerable learners when compared to other pupils</p> <p>Implementation:</p> <p>Monitor and analyse pupil achievement comparing performance of target groups, for</p>	Ongoing	Progress in monitored half termly. Underachievement is identified through regular tracking. Appropriate

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

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

<p>impairment and medical needs</p>	<p>Liaise with the sensory support team to ensure aids match the needs of pupil</p> <p>Liaise with nursing service to ensure staff are equipped to meet the medical needs of pupils</p> <p>Update health care plans as required</p> <p>Monitoring</p> <p>SLT to ensure needs of pupils met</p>		<p>pupil medical needs completed.</p> <p>November 2017</p> <p>A range of new resources in place to support pupil requiring sensory support</p>
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