

St. Bede's Catholic Infant School Equality Objectives 2015-18 (Reviewed Annually)

Published objectives are integral to comprehensive School Action Plans, Policies and Procedures which support and promote equality. Cross reference to relevant SDP Action Plans including Curriculum, Assessment, Inclusion, Ethos, Racial Equality, Disability Equality, Access Plan, Leadership and Management, CPD, Staffing, Building

Annual Community Consultation Summer 2017

Agreed by Staff Summer 2017

Approved by Governors Summer 2017

Review Date: Summer 2018

Signed Chair of Governors M. Rowlands

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation Reviewed Summer 2017
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010	To enhance the children's and parents understanding of the common good through Fair Trade. (Fairtrade Action Plan)	Continue work of Steering groups (membership including children) to support and promote the principles of Fairtrade and Fairtrade activities.	Miss Scragg	16.9.16 31.10.16 16.1.17 27.2.17 24.4.17 6.7.17	Children understand the importance of serving the common good and their responsibility towards others. Views of children are taken into account and acted upon. Representative of all groups across school.	Groups continue to meet and lead the school in our initiatives. Pupil voice remains a high priority. Activities and competitions were again a great success with majority of children participating and activities completed across the whole school. High focus in assemblies and in cross-curricular activities. We remain a Fair Achiever school until summer 2019.
		Organise a variety of fun events and workshops to support understanding of importance of and commitment to Fairtrade. To work with Warrington co-operative continuing to host Fairtrade stalls.		Weeks Beginning 27.2.17 6.3.17	Fun workshops and activities enthusing commitment of whole community. Children and parents demonstrate a good understanding of the importance of Fairtrade.	
		To identify appropriate curriculum links.		Ongoing	Children celebrate cultural diversity and value each person as unique. Fairtrade Status evidencing commitment and understanding of Fairtrade.	
		Retain Fair Achiever Status		Summer 2017		

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
<p>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010</p>	<p>To ensure zero tolerance to bullying. (Policy) (PSHCE)</p>	<p>Work with the Anti-bullying Ambassadors to support them to promote our Kind Hands, Words and Feet message across the whole school.</p> <p>Complete Halton's Anti-bullying Accreditation</p> <p>Participation in National anti-bullying week. Programme of events and activities</p> <p>Participation in RRSA activities including Class Charters</p> <p>Miss Scragg to continue membership of Halton's Operational Group</p> <p>SEAL topics included in home/school diaries, Peer Massage</p>	<p>Miss Scragg All Staff</p>	<p>Ongoing</p> <p>Autumn 2016</p> <p>Week Beginning 14.11.16 Annually</p> <p>Ongoing</p> <p>Ongoing</p> <p>Summer 2017</p>	<p>No incidents of bullying across the school. (See Headteacher's Report)</p> <p>Achieve and maintain accreditation demonstrating and promoting ongoing excellent practice.</p> <p>Participation positively promoting mutual respect</p> <p>Effective partnerships supporting work within the school.</p> <p>SEAL and Peer Massage supporting social and emotional development of confident, independent children</p>	<p>We continue to have a high focus on our Kind Hords. The children all work well together to support our rights and respect the rights of others. Acceptance of difference and respect of individual's choices.</p> <p>Documentation completed and shared with other schools and the Educational psychologist lead – Rhona Hobson.</p> <p>Throughout Anti-bullying Week there was the opportunity to participate in assemblies, activities and competitions focusing upon this vital message.</p> <p>The Operational Group continues to meet met which Miss Scragg has chaired on several occasions when Ms Hobson was not available. This Group supports partnership work and the sharing of effective practice across the school's in Halton.</p> <p>SEAL updated for new school diaries and refocused as part of our PSHE activities. Peer massage ongoing.</p>

		Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures		See Policy Timetable	Effective Policy and Procedures supporting excellent practice.	Policies updated as per model policy.
--	--	--	--	-----------------------------	---	--

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation		
<p>To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	<p>To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)</p>	<p>Continue confident implementation of Provision mapping. Timetable interventions as appropriate to need, refining focus across all ability groups and monitor impact. Focus on content of intervention support including entry and exit criteria.</p>	<p>Mrs Bird</p>	<p>Ongoing</p>	<p>Provision Mapping in place and entry and exit criteria being used effectively. Strategies in place ensuring progress and achievement of potential. SEPPs used where necessary. Recording simplified.</p>	<p>Provision maps remain in place and are being used to support the needs of the children and identify support. SEPPs used for all children identified as SEND. Reviewed twice a year. Groups refined each half term at pupil progress meetings and evaluations of intervention.</p>		
		<p>Continue to provide the ‘Just Imagine’ Reading for Pleasure opportunities for all.</p>	<p>Mrs Bird</p>	<p>Ongoing</p>			<p>All children enjoying reading experiences engendering a love of life long reading.</p>	<p>All children enjoy the Just Imagine books in a library style manner which offers great flexibility and continues to promote enjoyment in reading. Miss Hesling will audit books in preparation for next year.</p>
		<p>Provide Phonics and grammar workbooks for all children</p>	<p>Mrs Bird</p>	<p>Ongoing</p>			<p>Positive impact on confident approach and application of skills and on attainment of potential.</p>	<p>Phonics books were distributed and used by children at home to support learning focusing on reading skills, word building and grammar.</p>

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
<p>To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	<p>To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)</p>	<p>All accessibility issues incorporated into Building Projects: Library Sensory Area and Equipment</p>	<p>Premises and Finance Committees LA Archdiocese Cunliffe's Surveyors</p>	<p>Autumn 2016-17</p>	<p>Accessibility and additional needs met in building design maintaining inclusive environment for all.</p>	<p>Accessibility Standing item on agenda. No requests from parents re access to school. All areas throughout the school are accessible for all. Cross hatchings – car park (disabled bay, gate access to Infants and Juniors) – Mr Towell liaised with Juniors and council and arranged for the repainting to be completed. A 5mph signs displayed. Minor improvements have been identified through an environmental audit and these have all been completed over the Summer break.</p>

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation
<p>To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</p>	<p>To promote community cohesion through the arts. (Arts Action Plan)</p>	<p>Further develop 'community Art Day' Events.</p>	<p>Mrs Paton</p>	<p>15.10.16 1.7.17</p>	<p>Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity.</p>	<p>Two very successful events were well attended and received positive feedback from children, parents and families.</p> <p>Ideas for the extension of the days have been discussed and decided ready for implementation in October.</p>
		<p>Organise Arts/Awe and Wonder Week</p>	<p>Mrs Paton</p>	<p>17.10.16</p>		<p>Throughout the school the purpose of the week was in evidence:</p> <p>A wide range of resources and activities supporting development of skills</p> <p>High expectations and standard of teaching evident in children's responses</p> <p>High level of involvement / enjoyment evident in productive and pleasant atmosphere in each class and in year group and whole school activities. (evidenced in pupil voice)</p> <p>Good cross curricular links enabling breadth of experience, individual expression and consolidation of ideas.</p> <p>Planned displays discussed and evidencing value placed upon children's work and commitment to maintaining a stimulating and attractive environment.</p>
		<p>Develop links with community artists through community projects e.g. Mersey Gateway/Local Artist.</p>	<p>Mrs Paton, Miss Scragg, Ms Bufton (Sculptor)</p>	<p>2 Year Project</p>	<p>Work produced and presented at the Brindley/venue as informed and in school.</p>	<p>Mersey Gateway group no longer in existence however have continued to develop links through local arts</p>

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation
<p>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010</p> <p>To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</p>	<p>To raise awareness of responsibilities of all staff and governors in meeting the requirements of the General and Specific Duties of the Equality Act 2010</p> <p>Ensure PREVENT Duty requirements are met.</p>	<p>Continue to attend relevant training</p>	<p>Governors All Staff</p>	<p>Ongoing</p>	<p>Fair transparent Policy/Procedures support principles of Equality Act 2010. Staff and Governors are aware of and fulfil their duties and responsibilities.</p>	<p>All policies are reviewed annually and updated as necessary. Training is carried out as appropriate and when there are training events to support our ongoing work.</p> <p>Prevent Statement updated. Risk assessment completed.</p> <p>Active and effective Partnership for ensuring compliance. All staff and governors have now completed on-line Channel Awareness and Prevent Training</p>
		<p>Review Risk Assessment</p>	<p>Governors</p>	<p>Autumn 2016</p>	<p>Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.</p>	<p>All relevant policies reviewed and updated as appropriate in line with Policy timetable.</p>
		<p>Work in Partnership with all appropriate agencies/partners</p>	<p>All staff</p>	<p>Ongoing</p>	<p>Statement and associated policies and procedures reviewed</p>	
		<p>Staff/Governor training Complete Prevent training and WRAP as appropriate</p> <p>Review IT Policies</p>	<p>Staff/Governors</p>	<p>Summer 2016 As required</p>	<p>British Values are Displayed throughout the school and are promoted in assemblies and through cross-curricular links as evident in planning.</p>	

	<p>Enhance promotion of British Values across the school</p>	<p>Review British Values Statement and associated Policies and procedures.</p> <p>Enhance Display/Outdoor Learning Environment</p> <p>Review Schemes of Work</p>	<p>Staff/Governors</p> <p>Staff/Governors</p>	<p>See timetable</p> <p>Autumn 2016</p> <p>Ongoing</p> <p>Ongoing</p>	<p>British Values promoted and embedded across all aspects of school life.</p> <p>School takes account of the views of the community and incorporate into action plan</p>	<p>Working party continues to discuss relevant updates, changes in legislation/documentation</p> <p>Pupil Steering Groups continue to highlight the importance of pupil voice across the school.</p>
	<p>Maintain and publicise Disability and Equality Working Party and incorporate views of community</p>	<p>Working party to meet each term.</p> <p>Children's views invited through SEAL activities and school council and Steering Groups.</p>		<p>9.11.16</p> <p>31.3.17</p> <p>7.7.17</p>		

