

**St. Bede's Catholic Infant School Equality Objectives 2015-18 (Updated Summer 2018-See also annual review as posted on website)**  
**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, Accessibility Plan, Leadership and Management, CPD, Staffing, Premises, British Values, Prevent**  
**Annual Community Consultation Summer 2018**  
**Agreed by Staff Summer 2018**  
**Approved by Governors Summer 2018**  
**Review Date: (See Revised 3 Yearly Plan 2018-2021 to be reviewed Summer 2019)**  
**Signed Chair of Governors M. Rowlands**

<b>The General Duty</b>	<b>Objectives</b>	<b>Action/ Strategies</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Success Criteria/Outcomes</b>	<b>Evaluation</b>
<b>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010</b>	<b>To enhance the children's and parents understanding of the common good through Fair Trade. (Fairtrade Action Plan)</b>	<b>Continue work of Steering groups (membership including children) to support and promote the principles of Fairtrade and Fairtrade activities.</b>  <b>Continue to organise a variety of fun events and workshops to support understanding of importance of and commitment to Fairtrade. Continue to work with Warrington co-operative continuing to host Fairtrade stalls.</b>	<b>Miss Scragg</b>	<b>18.9.17 30.10.17 15.1.18 23.4.18 24.7.18</b>  <b>Weeks Beginning 26.2.18 5.3.18</b>	<b>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 members from all year groups.</b>  <b>Fun workshops and activities enthusing commitment of whole community. Children and parents demonstrate a good understanding of the importance of Fairtrade.</b>	<b>Groups continue to meet and lead the school in our initiatives. Pupil voice remains a high priority.</b>  <b>The children shared lots of information and promoted Fairtrade. We were unable to host the stall this year due to other commitments and the RE monitoring visit. We will ensure we host the stall in the coming academic year to support our ongoing Fairtrade commitment. The children organized another very positive and well received competition.</b>

		<p><b>To continue to identify appropriate curriculum links.</b></p> <p><b>Continue to evidence Fair Achiever Status (Renewal 2019)</b></p>		<p><b>Ongoing</b></p> <p><b>Summer 2019</b></p>	<p><b>Children celebrate cultural diversity and value each person as unique.</b></p> <p><b>Fairtrade Status evidencing commitment and understanding of Fairtrade.</b></p>	<p><b>We continue to ensure all children access information regarding Fairtrade including via assemblies and curriculum areas throughout the year and with a high focus during Fairtrade fortnight.</b></p> <p><b>We remain a Fair Achiever school until summer 2019.</b></p>
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<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>Elect and work with the Anti-bullying Ambassadors to support them to promote our Kind Hands, Words and Feet message across the whole school.</p>	<p>Miss Scragg All Staff</p>	<p>Ongoing</p>	<p>Zero tolerance to any form of bullying. No incidents of bullying across the school. (See Headteacher's Report)</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>Work with HBC to formulate a locally agreed Anti-bullying Accreditation Miss Scragg to produce model accreditation</p>		<p>Summer 2018</p>	<p>Achieve and maintain accreditation demonstrating and promoting ongoing excellent practice.</p>	<p>We continue to use the accreditation as a self-evaluation tool with the aim that it becomes the main accreditation tool across the authority in the coming year.</p>
		<p>Participate in National anti-bullying week programme of events and activities</p>		<p>Week Beginning 13.11.17 Annually</p>	<p>Participation positively promoting mutual respect</p>	<p>A very positive response to the annual competition and across the year including the high focus during anti-bullying week – this year linked to our British Values Week.</p>
		<p>Miss Scragg to continue to attend Halton's Anti-bullying Operational Group</p>		<p>Ongoing</p>	<p>Effective partnerships supporting work within the school.</p>	<p>Miss Scragg continues to liaise with Ms Hobson to reestablish and update the work of the Anti-bullying Group.</p>
		<p>SEAL topics included in home/school diaries, Peer Massage</p>		<p>Ongoing</p>	<p>SEAL and Peer Massage supporting social and emotional development of confident, independent children</p>	<p>SEAL updated for new school diaries and refocused as part of our PSHE activities. Peer massage ongoing.</p>
		<p>Continued participation in Unicef RRSA activities including Class Charters</p>		<p>Ongoing</p>		<p>The children all work well together to support our rights and respect the rights of others.</p>

		<b>Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures.</b>		<b>Summer 2018 See Policy Timetable</b>	<b>Effective Policy and Procedures supporting excellent practice.</b>	<b>Policies updated as per model Policy.</b>
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<p><b>To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</b></p>	<p><b>To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)</b></p>	<p><b>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.</b></p>	<b>Mrs Bird</b>	<p><b>Ongoing</b></p> <p>17.10.17 19.12.17 30.1.18 26.3.18 22.5.18 24.7.18 Ongoing</p>	<p><b>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.</b></p>	<p><b>Provision maps support the needs of the children and track 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.</b></p>
		<p><b>Continue to provide the ‘Just Imagine’ Reading for Pleasure opportunities for all.</b></p>	<b>Mrs Bird</b>	<p><b>Ongoing</b> £528</p>	<p><b>All children enjoying reading experiences engendering a love of life long reading.</b></p>	<p><b>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.</b></p>
		<p><b>Provide Phonics and grammar workbooks for all children</b></p>	<b>Mrs Bird</b>	<p><b>Ongoing</b> £432</p>	<p><b>Positive impact on confident approach and application of skills and on attainment of potential.</b></p>	<p><b>Phonics books were distributed and used by children at home to support learning focusing on reading skills, word building and grammar. (See Year 1 and 2 Phonics outcomes)</b></p>

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<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 2017-18</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>

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<p>To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</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 promote community cohesion through the arts. (Arts Action Plan)</p>	<p>Further develop ‘community Art Day’ Events.</p> <p>Organise Arts/Awe and Wonder Week</p>	<p>Mrs Paton</p> <p>Mrs Paton</p>	<p>14.10.17</p> <p>16.10.17</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. Mission, Equalities and ECO theme were given higher focus this year and opportunities for community consultation extended.</p> <p>Throughout the school the purpose of the week was in evidence: Learning Walks were undertaken by Subject leads including Arts, Music &amp; D&amp;T.</p> <p>A wide range of resources and activities supported development of skills. High expectations and standard of teaching evident in children’s responses. High level of involvement / enjoyment evident in productive pleasant atmosphere across school. (evidenced in pupil voice/Learning Walks)</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>Continue to embed Olympic and Paralympic Values across the curriculum with high focus on P.E. Promote positive disabled/gender role models (P.E Action Plan)</p>	<p>Develop links with community artists through community projects e.g. Local Schools Art Network</p> <p>Implement Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.</p> <p>PE co-ordinator to liaise with Mr Wood re: training and ideas. Continue to incorporate activities and values into planning and delivery.</p> <p>Provide additional resources for any children requiring specialist provision.</p> <p>Invite visitors as gender role models and sports people with disability to speak to and work with the children</p> <p>Monitor impact.</p>	<p>Mrs Paton, Miss Scragg,</p> <p>Mrs Paton</p> <p>Mrs Bellard Mr Wood</p>	<p>2 Year Project</p> <p>Autumn 2017 Year 1 30.10.17 6.11.17 13.11.17 Year 2 15.1.18 22.1.18 29.1.18</p> <p>As identified Autumn 2017 Ongoing</p> <p>PWA 10.10.17 12.12.17 6.3.18</p>	<p>Work produced and displayed at Runcorn Shopping City Children's appreciation of and aspirations in the arts enhanced through achievement of award.</p> <p>Values understood and practiced supporting good relationships and mutual respect. Opportunities provided for variety of multi-sports including multi-cultural and disability sports Values understood and practiced supporting good relationships and mutual respect. Accessibility and additional needs met</p>	<p>Participation in the Halton Primary Arts Network project enabled children's work to be displayed publicly. Children worked alongside a parent (High school art teacher) to enhance their experiences. This link will be developed further in the Autumn term. Community links for Big Arts Day to be explored further.</p> <p>Mr Wood (HBC SLA) has provided multicultural/disability sport activities to both Year 1 and Year 2 followed by a multicultural sports after school club. This gave children an understanding of the origin of many different sports e.g. bocia along with the adaptation of sports for people with disabilities e.g. Goal ball. The impact of this was a greater understanding of how sport is available and accessible to everybody.</p>
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<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>Continue to Ensure PREVENT Duty requirements are met.</p>	Continue to attend relevant training	Governors All Staff	Ongoing	Fair transparent Policy/Procedures support principles of Equality Act 2010. Staff and Governors are aware of and fulfil their duties and responsibilities.	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.	
		Review Risk Assessment	Governors	Autumn 2017	Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.	Ongoing.	
		Work in Partnership with all appropriate agencies/partners	All staff	Ongoing		Active and effective Partnership for ensuring compliance.	
	<p>Continue to enhance promotion of British Values across the school</p>		Staff/Governors to complete any revisions to Prevent and WRAP training as appropriate	Staff/Governors	Summer 2018 As required		Training undertaken on Induction. At this time there are no changes or updates to the Prevent Duty. Miss Scragg to continue to monitor. All relevant policies reviewed and updated as appropriate in line with Policy timetable.
			Review IT Policies	Staff/Governors	See timetable		
			Review British Values Statement and associated Policies and procedures.	Staff/Governors	Autumn 2017 Ongoing	British Values promoted and embedded across all aspects of school life.	Statement and associated policies and procedures reviewed
			Enhance Display/Outdoor Learning Environment Schemes of Work		Ongoing	School takes account of the views of the community and incorporate into action plan	British Values are Displayed throughout the school and are promoted in assemblies and through cross-curricular links as evident in planning.

	<p><b>Maintain and publicise Disability and Equality Working Party and incorporate views of community</b></p>	<p><b>Working party to meet each term. Children's views invited through SEAL activities and school council and Steering Groups.</b></p>		<p><b>8.12.17 23.3.18 9.7.18</b></p>		<p><b>Working party continues to discuss relevant updates, changes in legislation/documentation</b></p> <p><b>Pupil Steering Groups continue to highlight the importance of pupil voice across the school.</b></p>
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