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
Agreed by Staff
Approved by Governors

Summer 2018
Summer 2018

Review Date: (See Revised 3 Yearly Plan 2018-2021 to be reviewed Summer 2019)

Signed Chair of Governors M. Rowlands

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

	To continue to identify	Ongoing	Children celebrate cultural	We continue to ensure all
	appropriate curriculum		diversity and value each person	children access
	links.		as unique.	information regarding
				Fairtrade including via
				assemblies and curriculum
				areas throughout the year
				and with a high focus
				during Fairtrade
	Continue to evidence			fortnight.
	Fair Achiever Status	Summer	Fairtrade Status evidencing	We remain a Fair
	(Renewal 2019)	2019	commitment and understanding	Achiever school until
			of Fairtrade.	summer 2019.

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
To eliminate	To ensure zero	Elect and work with the	Miss Scragg	Ongoing	Zero tolerance to any form of	We continue to have a high
discrimination,	tolerance to	Anti-bullying	All Staff		bullying.	focus on our Kind Hords.
harassment,	bullying. (Policy)	Ambassadors to support			No incidents of bullying across	The children all work well
victimisation and	(PSHCE)	them to promote our			the school.	together to support our rights
any other conduct		Kind Hands, Words and			(See Headteacher's Report)	and respect the rights of
that is prohibited by		Feet message across the				others. Acceptance of
or under the		whole school.				difference and respect of
Equality Act 2010						individual's choices.
		Work with HBC to		Summer 2018	Achieve and maintain	We continue to use the
		formulate a locally			accreditation demonstrating	accreditation as a self-
		agreed Anti-bullying			and promoting ongoing	evaluation tool with the aim
		Accreditation			excellent practice.	that it becomes the main
		Miss Scragg to produce			_	accreditation tool across the
		model accreditation				authority in the coming year.
		Participate in National		Week Beginning	Participation positively	A very positive response to
		anti-bullying week		13.11.17	promoting mutual respect	the annual competition and
		programme of events		Annually	promoting mutual respect	across the year including the
		and activities				high focus during anti-
						bullying week – this year
						linked to our British Values
						Week.
		Miss Scragg to continue		Ongoing	Effective partnerships	Miss Scragg continues to liaise
		to attend Halton's Anti-		ongoing .	supporting work within the	with Ms Hobson to reestablish
		bullying Operational			school.	and update the work of the
		Group				Anti-bullying Group.
		SEAL topics included in		Ongoing	SEAL and Peer Massage	SEAL updated for new school
		home/school diaries,			supporting social and	diaries and refocused as part
		Peer Massage			emotional development of	of our PSHE activities. Peer
					confident, independent	massage ongoing.
		Continued participation			children	
		in Unicef RRSA		Ongoing		The children all work well
		activities including Class				together to support our rights
		Charters				and respect the rights of
						others.

Review Anti-bullying Policy and Reporting Procedures in line with	Summer 2018 See Policy Timetable	Effective Policy and Procedures supporting excellent practice.	Policies updated as per model Policy.
updated HBC Model Policy and Procedures.			

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
To advance equality	To maintain	Continue confident	Mrs Bird	Ongoing	Provision Mapping in place and	Provision maps
of opportunity	existing high standards of	implementation of			entry and exit criteria being used effectively.	support the needs of the children and
between persons who share a relevant	inclusive practice	Provision mapping. Timetable interventions		17.10.17	Strategies in place ensuring	track support.
protected	and procedures.	as appropriate to need,		19.12.17	progress and achievement of	SEPPs used for all
characteristic and	(Inclusion Action	refining focus across all		30.1.18	potential.	children identified as
persons who do not	Plan)	ability groups and		26.3.18	SEPPs used where necessary.	SEND. Reviewed
share it.	,	monitor impact.		22.5.18	Recording simplified.	twice a year.
		Focus on content of		24.7.18		Groups refined each
		intervention support		Ongoing		half term at pupil
		including entry and exit				progress meetings
		criteria.				and evaluations of
						intervention.
		Continue to provide the	Mrs Bird	Ongoing	All children enjoying reading	All children enjoy
		'Just Imagine' Reading		£528	experiences engendering a love	the Just Imagine
		for Pleasure			of life long reading.	books in a library
		opportunities for all.				style manner which
						offers great
						flexibility and
						continues to promote enjoyment in
						reading. Miss
						Hesling will audit
						books in preparation
						for next year.
		Provide Phonics and	Mrs Bird	Oncoine	Davidina imma ad an agustidand	D1
		grammar workbooks for	Mrs Bira	Ongoing £432	Positive impact on confident approach and application of	Phonics books were distributed and used
		all children		3432	skills and on attainment of	by children at home
		un emuren			potential.	to support learning
						focusing on reading
						skills, word building
						and grammar.
						(See Year 1 and 2
						Phonics outcomes)

To advance equality of opportunity of opportunity between persons who share a relevant protected characteristic and persons who do not share it. All accessibility issues incorporated into standards of characteristic and persons who do not share it. All accessibility issues incorporated into sincorporated into sincorporated into standards of inclusive practice and procedures. Committees LA surveyors Autumn 2017-18 Accessibility and additional needs met in building design maintaining inclusive environment for all. Accessibility and additional needs met in building design maintaining inclusive environment for all. Accessibility and additional needs met in building design maintaining inclusive environment for all. Finance Committees LA Sensory Area and Cunliffe's Surveyors Surveyors Autumn 2017-18 Accessibility and additional needs met in building design maintaining inclusive environment for all. Finance Committees LA Sensory Area and Funding Projects: Cunliffe's Surveyors Fremises and Finance Committees LA Sensory Area and Funding Projects: Committees LA Sensory Area and Funding Projects: Cunliffe's Surveyors Fremises and Autumn 2017-18 Accessibility and additional needs met in building design maintaining inclusive environment for all. Funding Projects: Standards of Standing item on agenda. No Funding Projects: Sensory Area and Funding Projects: Sensory Area	The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
between persons who share a relevant protected characteristic and procedures. (Inclusion Action Plan) Hans and the procedures characteristic and procedures that it. Sensory Area and Equipment Surveyors Hans are it. Sensory Area and Equipment Surveyors Surveyore Surveyore Surveyore Surveyore Surveyore Surveyore Surveyore Surveyore Surveyore Surve	To advance equality	To maintain	All accessibility issues	Premises and	Autumn 2017-18	Accessibility and additional	Accessibility
who share a relevant protected and procedures. (Inclusion Action Plan) Sensory Area and persons who do not share it. Library Sensory Area and persons who do not share it. Surveyors La consider some and procedures. (Inclusion Action Plan) Surveyors Surveyors Surveyors Surveyors Surveyors La consider some and procedures. (Inclusion Action Plan) Surveyors Surveyore Survey	of opportunity	existing high	incorporated into	Finance		needs met in building design	Standing item on
protected characteristic and presons who do not share it. Sensory Area and Equipment Cunliffe's Surveyors Surveyore S	between persons	standards of	Building Projects:	Committees		maintaining inclusive	agenda. No
Characteristic and persons who do not share it. Plan	who share a relevant	inclusive practice	Library	LA		environment for all.	requests from
persons who do not share it. Plan) Plan Surveyors Surveyors Plan Surveyors Plan Surveyors Plan Surveyors Surveyors Surveyors Plan Surveyors Surv	protected	and procedures.	Sensory Area and	Archdiocese			parents re access
share it. 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	characteristic and	(Inclusion Action	Equipment	Cunliffe's			to school. All
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 Smph signs displayed. Minor improvements have been identified through an environmental audit and these have all been completed over the Summer	persons who do not	Plan)		Surveyors			areas
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 Smph signs displayed. Minor improvements have been identified through an environmental audit and these have all been completed over the Summer	share it.						throughout the
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The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation
The General Duty To foster good relations between persons who share a relevant protected characteristic and persons who do not share it. To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	Objectives To promote community cohesion through the arts. (Arts Action Plan)	Action/ Strategies Further develop 'community Art Day' Events. Organise Arts/Awe and Wonder Week	Personnel Mrs Paton Mrs Paton	Timescale 14.10.17 16.10.17	Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity.	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. Throughout the school the purpose of the week was in evidence: Learning Walks were undertaken by Subject leads including Arts, Music & D&T. 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.
						atmosphere across school. (evidenced in pupil voice/Learning Walks) Good cross curricular links enabling breadth of experience, individual expression and consolidation of ideas. Planned displays discussed and evidencing value placed upon children's work and commitment to maintaining a stimulating and attractive environment.

	Develop links with community artists through community projects e.g. Local Schools Art Network Implement Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.	Mrs Paton, Miss Scragg, Mrs Paton	2 Year Project	Work produced and displayed at Runcorn Shopping City Children's appreciation of and aspirations in the arts enhanced through achievement of award.	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.
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)	PE co-ordinator to liaise with Mr Wood re: training and ideas. Continue to incorporate activities and values into planning and delivery.	Mrs Bellard Mr Wood	Autumn 2017 Year 1 30.10.17 6.11.17 13.11.17 Year 2 15.1.18 22.1.18 29.1.18	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	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
	Provide additional resources for any children requiring specialist provision. Invite visitors as gender role models and sports people with disability to speak to		As identified Autumn 2017 Ongoing	met	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.
	and work with the children Monitor impact.		PWA 10.10.17 12.12.17 6.3.18		

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010 To advance equality	To raise awareness of responsibilities of all staff and governors in meeting the requirements of the General and Specific Duties of the Equality Act	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.
of opportunity between persons who share a relevant protected characteristic and	2010 Continue to Ensure PREVENT Duty	Review Risk Assessment	Governors	Autumn 2017	Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.	Ongoing. Active and effective Partnership for
persons who do not share it. To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	requirements are met.	Work in Partnership with all appropriate agencies/partners Staff/Governors to complete any revisions to Prevent and WRAP training as appropriate Review IT Policies	All staff Staff/Governors Staff/Governors	Summer 2018 As required See timetable		ensuring compliance. 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.
	Continue to enhance promotion of British Values across the school	Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work	Staff/Governors	Autumn 2017 Ongoing Ongoing	British Values promoted and embedded across all aspects of school life. School takes account of the views of the community and incorporate into action plan	Statement and associated policies and procedures reviewed British Values are Displayed throughout the school and are promoted in assemblies and through cross-curricular links as evident in planning.

views of Groups. continue to highlight the	publicise Disability and Equality Working Party and incorporate views of	Working party to meet each term. Children's views invited through SEAL activities and school council and Steering Groups.	8.12.17 23.3.18 9.7.18	importance of pupil voice
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The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/ Cost	Success Criteria/Outcomes	Evaluation
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010 To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. To foster good relations between persons who share a relevant protected characteristic and persons who share a relevant protected characteristic and persons who do not share it.	To fulfill requirements of Equality Legislation and of Statutory Code of Practice for schools in the duty to promote Race Equality To continue to promote the value of each individual as unique and an appreciation of cultural diversity. To ensure zero tolerance to Racism. (Policy) (PSHCE)	Review appropriate policies to ensure race equality is built in (use CES documentation as guidance). Review race equality policy using HBC Model including Racist Reporting. Review statement detailing how cultural diversity is promoted through all aspects of the curriculum, particular reference to the creative arts, visits and visitors, local, national and International links. Assess impact of policies on pupils, staff and parents from different racial groups e.g. data analysis, Incident Reports Publish results of monitoring as appropriate e.g. Headteacher's Reports, LA Returns. Promote commitment to Racial Equality through appropriate documentation e.g. Mission Statement, Prospectus	Miss Coughlan Miss Scragg Governors Miss Coughlan All Staff Governors	See Policy Review Timetable Termly Ongoing	All policies and procedures supporting the promotion of racial equality and ensuring equality of opportunity and good relations between persons of different racial groups. Community Cohesion and race relations promoted through visits, visitors, curricular and extracurricular activities. Data analysis and monitoring demonstrating all children achieving their potential. No Racial Incidents	Due regard is paid to Equality Legislation. All policies are reviewed and updated as required annually. Procedures, in accordance with statutory requirements/HBC are followed as required. There is a high focus on the promotion of British Values across the school and in the curriculum. Miss Scragg monitors coverage through PSHCE, assemblies and cross- curricular links. Our school, through our Mission Statement, as a Rights Respecting School and through a creative curriculum already promotes these values. We have addressed the requirement by the DfE to highlight how and where we work to promote these values and updated relevant policies where appropriate. No racial incidents have been reported. With support and advice from the archdiocese and using the resources recommended including those from 'No Outsiders in our School' respect of different families and same love is evident. Training supporting anti- bullying with a focus on homophobic bullying and SEND.