

**St. Bede's Catholic Infant School Equality Objectives 2018-2021**

**(Annual Review completed Summer 2019)**

**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: (Annual Review completed 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 Equalities Legislation</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>14.9.18 29.10.18 7.1.19 18.3.19</b>  <b>Weeks Beginning 25.2.19 4.3.19</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>
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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>Work with HBC to formulate a locally agreed Anti-bullying Accreditation Miss Scragg to produce model accreditation</p> <p>Participate in National anti-bullying week programme of events and activities</p> <p>SEAL topics included in home/school diaries, Peer Massage</p>	<p>Miss Scragg All Staff</p>	<p>Ongoing</p> <p>Summer 2019</p> <p>Week Beginning 12.11.18 Annually</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>Achieve and maintain accreditation demonstrating and promoting ongoing excellent practice.</p> <p>Participation positively promoting mutual respect</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 Words. 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>Accreditation is complete but at this time due to changes in LA structure and leadership of the Operational Group still being under discussion this has not been validated.</p> <p>A very positive response to all activities undertaken raising children and parents awareness of what bullying is including the annual competition and the anti-bullying week was again linked to British Values and Parliament Week.</p> <p>SEAL updated for new school diaries and refocused as part of our PSHE activities. Peer message ongoing. Peer Massage is used across the school to promote our kind hands message and support children to become confident and resilient children. Nurture groups to be extended during next academic year.</p>

		<p><b>Continued participation in Unicef RRSA activities including Class Charters</b></p>	<p><b>Miss Webber</b></p>	<p><b>Ongoing</b></p>	<p><b>RRSA confirming children's awareness of their role as citizens and an understanding of their rights and responsibilities</b></p>	<p><b>Children have a good awareness of their rights and continue to work to develop their understanding. Children organised a brilliant Day for Change. All children came dressed in UNICEF blue and raised money for the charity. The children spent the day developing their understanding of the rights of the child and engaged with a range of engaging and exciting activities. Work from the UNICEF day for change was displayed around school including our 'We all have a hand in Human Rights' poster. UNCRC leaflets were not distributed however appropriate information was posted on the School's twitter which directed parents towards appropriate resources to ensure the community could develop their understanding of the schools commitment to RRSA. As a school we have reapplied for the RRSA award and evidence has begun to be collated.</b></p>
		<p><b>Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures.</b></p>		<p><b>Autumn 2018 See Policy Timetable</b></p>	<p><b>Effective Policy and Procedures supporting excellent practice.</b></p>	<p><b>Policies updated as per model Policy.</b></p>

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To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)	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.	Mrs Bird Miss Coughlan Miss Scragg	Ongoing  10.10.18 19.12.18 30.1.19 25.3.19 15.5.19 24.7.19 Ongoing	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.	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.
		Continue to provide the 'Just Imagine' Reading for Pleasure opportunities for all.	Miss Hesling	Ongoing £600	All children enjoying reading experiences engendering a love of life long reading.	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.
		Provide Phonics and grammar workbooks for all children	Miss Hesling	Ongoing £500	Positive impact on confident approach and application of skills and on attainment of potential.	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)

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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: Hall Playground Sensory Area and Equipment</p>	<p>Premises and Finance Committees LA Archdiocese Cunliffe's Surveyors</p>	<p>Autumn 2018-19</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) Minor improvements identified through an environmental audit have all been completed.</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. (High focus Mission, Equalities Consultation)</p> <p>Organise Arts/Awe and Wonder Week</p> <p>Develop links with community artists through community projects e.g. Local Schools Art Network Focus diversity</p>	<p>Mrs Paton</p> <p>Mrs Paton Mrs Jackson</p> <p>Mrs Paton, Mrs Jackson</p>	<p>13.10.18 6.7.19</p> <p>15.10.18</p> <p>Ongoing</p>	<p>Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity. Community supportive and engaged.</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>Two very successful events were well attended and received positive feedback from children, parents and families. Mission, Community Consultation on Equalities including RSE continues and supports the school ethos and community expectations of mutual respect..</p> <p>Arts week fell in first term and really enthused the children’s learning and impacted positively on behaviour. Lots of positive comments from members of staff about the way it was planned this year. Each class was given their own focus around the Seven Wonders of the World. Staff felt having their own theme to work on allowed them to have ownership and take it in the direction of their own class. This has impacted on the reorganisation of Health and Wellbeing Week. We have agreed we will enable classes to have their own theme in next year’s Arts Week too. Following on from Arts Week we put on an arts exhibition in the hall and invited families to see the children’s work. It was a lovely opportunity for children to show off their work and talk about everything we did that week.</p>



						<p><b>Being part of Halton Primary Arts Network (HPAN) also provided us with opportunities to display our children's artwork in the community e.g. Remembrance Exhibition at Runcorn Shopping Centre and the annual HPAN Exhibition 'Imagine a World of Wonder'. We are looking forward to continuing our work with HPAN and next year's theme of <i>Tokyo 2020</i>.</b></p> <p><b>Children in Year 2 sang at our local health centre, performed in the Infant Music Festival at Wade Deacon High school, sang to the Jubilee Club and even got to watch the Liverpool Philharmonic Orchestra live.</b></p> <p><b>Subject Leaders cluster meeting 23<sup>rd</sup> October at Our Lady's was great opportunity to discuss how the arts subjects are delivered and monitored in our school. High focus on Ofsted's Intent, <i>Implementation, and Impact</i>. We discussed our strengths and identified our areas for development which we felt was around curriculum design and proving a more creative curriculum, something we are currently reviewing. Very useful discussion which will also link to our Artsmark application.</b></p>
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		<p><b>Implement Arts Award Initiative</b> Children work towards an individual award through participation in arts activities at home and in school.</p>	Mrs Jackson	Autumn 2018		<p>Mrs Jackson and Mrs Paton attended HAPN training at The Foundry which provided opportunities to work with local artists and attend different workshops such as 3D sculpture, making masks and fabric. Information was relayed to staff during the staff meeting and enabled staff to draw upon these skills and use in Arts Week.</p> <p>Children in Year 2 have completed Arts Award Explore. The work was based largely upon an Eco project linked to the songs in the Infant Music Festival. The children completed booklets demonstrating their work on the songs, home/school projects, performance and their visit to the Liverpool Philharmonic Orchestra.</p>
	<p>Continue to embed Olympic and Paralympic Values across the curriculum with high focus on P.E. Promote positive role models (P.E Action Plan)</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>	Mrs Bellard Mr Wood	<p>Autumn 2018 Year 1 29.10.18 5.11.18 12.11.18 Year 2 14.1.19 21.1.19 28.1.19</p> <p>As identified Autumn 2018 Ongoing</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>All children in KS1 took part in a multi cultural, multi and disability sports programme over 4 weeks. Children were introduced to and participated in sports from the above categories and developed their knowledge and understanding of different cultures, sports and disabilities. These sessions helped to support British Values and equality awareness and helped to further embed both the Olympic and Paralympic</p>

		<b>Monitor impact.</b>		<b>PWA 10.10.18 12.12.18 4.3.19 Learning Walks 17.10.18 18.10.18</b>		<b>values taught throughout the curriculum</b>
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<p>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act</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</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. Staff and Governors are aware of and fulfil their duties and responsibilities.	All policies are reviewed annually and updated as necessary.
		Review Risk Assessment	Governors	Autumn 2018	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.	
		Staff/Governors to complete any revisions to Prevent and WRAP training as appropriate	Staff/Governors	As required	Miss Scragg has been monitoring any changes and updates as necessary. The Home Office have now removed the WRAP training as they are updating it. Miss Scragg has liaised with Ms J Carr (Safeguarding in Education lead at HBC) with regard to updated facilitator training as and when the WRAP training is updated by the HO. Staff have been directed to refresher training via the LSCB/Safeguarding Partnership websites.	
		Review IT Policies	Staff/Governors	See timetable		

	<p>Continue to enhance promotion of British Values across the school</p> <p>Maintain and publicise Disability and Equality Working Party and incorporate views of community</p>	<p>Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work</p> <p>Working party to meet each term. Children's views invited through SEAL activities and school council and Steering Groups.</p>	<p>Staff/Governors</p>	<p>Autumn 2017 Ongoing</p> <p>Ongoing</p> <p>7.12.18 15.3.19</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>Statement and associated policies and procedures reviewed</p> <p>British Values are displayed throughout the school and are promoted in assemblies and through cross-curricular links as evident in planning and very specifically during our British Values Week in November.</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>
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