

**St. Bede's Catholic Infant School Equality Objectives 2018-2021 (Updated 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 2019**

**Agreed by Staff Summer 2019**

**Approved by Governors Summer 2019**

**Review Date: (Annual Summer 2020)**

**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 Pupil Steering groups to support and promote the principles of Fairtrade and Fairtrade activities.</b>	<b>Miss Webber</b>	<b>9.9.19 4.11.19 6.1.20 16.3.20</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>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>Week Beginning 5.3.20</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>To continue to identify appropriate curriculum links.</b>		<b>Ongoing</b>	<b>Children celebrate cultural diversity and value each person as unique.</b>	
		<b>Continue to evidence Fair Achiever Status</b>		<b>Ongoing</b>	<b>Fairtrade Status evidencing commitment and understanding of Fairtrade.</b>	

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale/Cost	Success Criteria/Outcomes	Evaluation
<p><b>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010</b></p>	<p><b>To ensure zero tolerance to bullying. (Policy) (PSHCE)</b></p>	<p><b>Elect and work with the Anti-bullying Ambassadors to support them to promote our Kind Hands, Words and Feet message across the whole school.</b></p> <p><b>Work with HBC to formulate a locally agreed Anti-bullying Accreditation</b></p> <p><b>Participate in National anti-bullying week programme of events and activities</b></p> <p><b>Miss Scragg to attend Halton's Anti-bullying Operational Group if underway</b></p> <p><b>SEAL topics included in home/school diaries, Peer Massage</b> <b>Daily nurture groups for identified children</b></p> <p><b>Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures.</b></p>	<p><b>Miss Scragg</b> <b>All Staff</b></p>	<p><b>Ongoing</b> <b>9.9.19</b> <b>4.11.19</b> <b>6.1.20</b> <b>16.3.20</b></p> <p><b>Summer 2020</b></p> <p><b>Week Beginning 11.11.19</b> <b>Annually</b></p> <p><b>Ongoing</b></p> <p><b>Ongoing</b></p> <p><b>Autumn 2019</b> <b>See Policy</b> <b>Timetable</b></p>	<p><b>Zero tolerance to any form of bullying.</b> <b>No incidents of bullying across the school.</b> <b>(See Headteacher's Report)</b></p> <p><b>Achieve and maintain accreditation demonstrating and promoting ongoing excellent practice.</b></p> <p><b>Participation positively promoting mutual respect</b></p> <p><b>Effective partnerships supporting work within the school.</b></p> <p><b>SEAL, Daily nurture groups and Peer Massage supporting social and emotional development of confident, independent children</b></p> <p><b>Effective Policy and Procedures supporting excellent practice.</b></p>	

		<b>Continued participation in Unicef RRSA activities including Class Charters Continue work of Pupil Steering groups to support and promote the principles of RRSA and Unicef activities.</b>	<b>Miss Webber</b>	<b>Ongoing 9.9.19 4.11.19 6.1.20 16.3.20</b>	<b>RRSA confirming children's awareness of their role as citizens and an understanding of their rights and responsibilities.</b>	
--	--	---	--------------------	--	--	--

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>Continue to provide the 'Just Imagine' Reading for Pleasure opportunities for all.</p> <p>Provide Phonics and grammar workbooks for all children</p>	<p>Mrs Bird Miss Coughlan Miss Scragg Mrs Towell Miss Boardman</p> <p>Miss Hesling</p> <p>Miss Hesling</p>	<p>Ongoing</p> <p>23.10.19 18.12.19 12.2.20 1.4.20 20.5.20 21.7.20 Ongoing</p> <p>Ongoing £600</p> <p>Ongoing £500</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>All children enjoying reading experiences engendering a love of life long reading.</p> <p>Positive impact on confident approach and application of skills and on attainment of potential.</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:  Hall  Playground  Sensory and additional needs Equipment as identified</p>	<p>Premises and Finance Committees  LA  Archdiocese  Cunliffe's  Surveyors</p>	<p>Autumn 2019-20</p>	<p>Accessibility and additional needs met in building design maintaining inclusive environment for all.</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 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>	Mrs Paton	12.10.19 4.7.20	<p>Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity. Community supportive and engaged.</p>	
	<p>Continue to embed Olympic and Paralympic Values across the curriculum with high focus on P.E./Sports Promote positive role models (P.E./Sports Action Plan)</p>	<p>Organise Arts/Awe and Wonder Week</p>	Mrs Paton Mrs Jackson	14.10.19	<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>Develop links with community artists through community projects e.g. Local Schools Art Network Focus Tokyo 2020</p>	Mrs Paton, Mrs Jackson	Ongoing		
		<p>Continue Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.</p>	Mrs Jackson	Autumn 2019		
	<p>Continue to embed Olympic and Paralympic Values across the curriculum with high focus on P.E./Sports Promote positive role models (P.E./Sports 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>	Mrs Bellard Mr Wood	<p>Year 2 14.1.20 21.1.20 28.1.20 Year 1 3.3.20 10.3.20 17.3.20</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>Provide additional resources for any children requiring specialist provision.</p>		<p>As identified Autumn 2018 Ongoing</p>		

		<p><b>Monitor impact.</b></p> <p><b>Continue work of Pupil Sports Ambassadors and Play Leaders to support and promote the importance of Olympic and Paralympic principles impacting upon life-long skills including teamwork, confidence, determination, perseverance and resilience.</b></p>		<p><b>PWA</b>  <b>10.10.18</b>  <b>12.12.18</b>  <b>4.3.19</b>  <b>Learning Walk/Pupil Voice</b>  <b>Wk</b>  <b>Beginning</b>  <b>26.6.19</b>  <b>Meetings</b>  <b>9.9.19</b>  <b>4.11.19</b>  <b>6.1.20</b>  <b>16.3.20</b>  <b>22.6.20</b></p>		
--	--	---	--	--	--	--

<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>
<p><b>To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act</b></p> <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 foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</b></p>	<p><b>To continue to raise awareness of responsibilities of all staff and governors in meeting the requirements of the General and Specific Duties of the Equality Act</b></p>	<p><b>Continue to attend relevant training Staff/Governors to complete any revisions to Prevent and WRAP training and on-line training as appropriate</b></p>	<p><b>Governors All Staff</b></p>	<p><b>Ongoing</b></p> <p><b>As required</b></p>	<p><b>Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.</b></p>	
		<p><b>Review relevant Policies including IT Policies</b></p> <p><b>Review Risk Assessment</b></p>	<p><b>Governors All staff</b></p>	<p><b>See timetable</b></p> <p><b>Autumn 2019</b></p>	<p><b>Fair transparent Policy/Procedures support principles of Equality Act. Staff and Governors are aware of and fulfil their duties and responsibilities.</b></p>	
	<p><b>Continue to Ensure PREVENT Duty requirements are met.</b></p>	<p><b>Work in Partnership with all appropriate agencies/partners</b></p>	<p><b>Staff/Governors</b></p>	<p><b>Ongoing</b></p>	<p><b>Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.</b></p>	
		<p><b>Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work</b></p>	<p><b>Staff/Governors</b></p>	<p><b>Autumn 2018</b></p> <p><b>Ongoing</b></p>	<p><b>British Values promoted and embedded across all aspects of school life.</b></p>	
	<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>6.12.19</b></p> <p><b>20.3.20</b></p> <p><b>6.7.20</b></p>	<p><b>School takes account of the views of the community and incorporate into action plan</b></p>	



