

St. Bede's Catholic Infant School Equality Objectives 2021-2024 (Updated Summer 2023)

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, PSHCE (RSHE), Assessment, Inclusion, Ethos, Racial Equality, Accessibility Plan, Leadership and Management, CPD, Staffing, Premises, British Values, Prevent

Annual Community Consultation Summer 2023

Agreed by Staff Summer 2023

Approved by Governors Summer 2023

Review Date: (Annual Review Summer 2024)

Signed Chair of Governors S. Howard

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under Equalities Legislation	To enhance the children's and parents understanding of the common good through Fair Trade. (Fairtrade Action Plan)	Continue work of Pupil Steering groups to support and promote the principles of Fairtrade and Fairtrade activities.	Miss Scragg	25.09.2023	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.	
				06.11.2023		
				22.01.2024		
				04.03.2024		
		22.04.2024				
		17.06.2024				
		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.		Week Beginning 19.2.24	Fun workshops and activities enthusing commitment of whole community. Children and parents demonstrate a good understanding of the importance of Fairtrade.	
		To continue to identify appropriate curriculum links.		Ongoing	Children celebrate cultural diversity and value each person as unique.	
		Continue to evidence Fair Achiever Status		Ongoing	Fairtrade Status evidencing commitment and understanding of Fairtrade.	

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010	To ensure zero tolerance to bullying. (Policy) (PSHCE)	Elect and work with the School Council, (Also Anti-bullying Ambassadors), to support them to promote our Kind Hands, Words and Feet message across the whole school.	Miss Scragg All Staff	Ongoing	Zero tolerance to any form of bullying. No incidents of bullying across the school. (See Headteacher's Report)	
				25.09.2023		
				06.11.2023		
				22.01.2024		
				04.03.2024		
			22.04.2024			
			17.06.2024			
		Work with HBC to formulate a locally agreed Anti-bullying Accreditation	Ongoing	Achieve and maintain accreditation demonstrating and promoting ongoing excellent practice.		
		Participate in National anti-bullying week programme of events and activities	Week Beginning 13.11.23 Annually	Participation positively promoting mutual respect		
		SEAL topics included in home/school diaries, Peer Massage Daily nurture groups for identified children	Ongoing	SEAL, Daily nurture groups and Peer Massage supporting social and emotional development of confident, independent children		
Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures.	Autumn 2023 See Policy Timetable	Effective Policy and Procedures supporting excellent practice.				
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.	Miss Parle	Ongoing	RRSA confirming children's awareness of their role as citizens and an understanding of their rights and responsibilities.			
		25.09.2023				
		06.11.2023				
		22.01.2024				
		04.03.2024				
	22.04.2024					
	17.06.2024					

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
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 Miss Hesling Miss Boardman	Ongoing Pupil Progress 25.10.23 13.12.23 7.2.24 27.3.24 22.5.24 17.7.24 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.	
		Continue to provide the 'Just Imagine' Reading for Pleasure opportunities for all.	Miss Hesling	Ongoing Fundraising e.g. Fundraising	All children enjoying reading experiences engendering a love of life long reading.	
		Provide Phonics and grammar workbooks for all children	Miss Hesling	Ongoing See English Hub Funding	Positive impact on confident approach and application of skills and on attainment of potential	
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)	All accessibility issues incorporated into Building Projects: Hall Playground Sensory and additional needs Equipment as identified	Premises and Finance Committees LA Archdiocese Cunliffe's Surveyors	Autumn ongoing Termly Governing Body Committee Meetings as timetabled	Accessibility and additional needs met in building design maintaining inclusive environment for all.	

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
<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>Hold Community Arts/Awe & Wonder/Equalities Days (High focus Mission, Equalities Consultation)</p>	Mrs Jackson	7.10.23 6.7.24	<p>Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity. Community supportive and engaged.</p>	
		<p>Organise Arts/Awe and Wonder Week</p>	Mrs Jackson	23.10.23		
		<p>Develop links with community artists through community projects e.g. Local Schools Art Network</p>	Mrs Jackson	Ongoing	<p>Work produced and displayed at Runcorn Shopping City</p>	
		<p>Continue Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.</p>	Mrs Jackson	As identified	<p>Children's appreciation of and aspirations in the arts enhanced through achievement of award.</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>PE Lead to Continue to incorporate activities and values into planning and delivery. Monitor impact. Provide additional resources for any children requiring specialist provision.</p>	Mrs Bellard	Ongoing PA 22.11.23 28.2.24 Learning Walk/Pupil Voice Wk Beginning 17.6.24	<p>Values understood and practiced supporting good relationships and mutual respect. Opportunities provided for variety of multi-sports including multi-cultural and disability sports</p>	
		<p>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.</p>		<p>Sports Ambassadors Meetings 25.09.2023 06.11.2023 22.01.2024 04.03.2024 22.04.2024 17.06.2024</p>	<p>Values understood and practiced supporting good relationships and mutual respect. Accessibility and additional needs met</p>	

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
<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 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</p> <p>Continue to Ensure PREVENT Duty requirements are met.</p> <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>Continue to attend relevant training Staff/Governors to complete any revisions to Prevent and WRAP training and on-line training as appropriate</p> <p>Review Risk Assessment</p>	<p>Governors All Staff</p>	<p>Ongoing</p> <p>As required</p>	<p>Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.</p>	
		<p>Work in Partnership with all appropriate agencies/partners</p>	<p>Governors All staff</p>	<p>Autumn 2023</p> <p>Ongoing</p>	<p>Fair transparent Policy/Procedures support principles of Equality Act. Staff and Governors are aware of and fulfil their duties and responsibilities.</p>	
		<p>Review relevant Policies including IT Policies</p>	<p>Staff/Governors</p>	<p>See timetable</p>		
		<p>Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work</p>	<p>Staff/Governors</p>	<p>Autumn 2023</p> <p>Ongoing</p>	<p>Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.</p> <p>British Values promoted and embedded across all aspects of school life.</p>	
		<p>Working party to meet termly Children's views invited through SEAL activities and school council and Steering Groups.</p>		<p>25.9.23 15.1.24 1.7.24</p>	<p>School takes account of the views of the community and incorporate into action plan</p>	

