St. Bede's Catholic Infant School Equality Objectives 2024-2027

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 Catholic Life and Mission, Curriculum, PSHCE (RSHE), Assessment, Inclusion, Ethos, Racial Equality, Accessibility Plan,

Leadership and Management, CPD, Staffing, Premises, British Values, Prevent

Annual Community Consultation Summer 2024
Agreed by Staff Summer 2024
Approved by Governors Summer 2024

Review Date: (Annual Review Summer 2025)

Signed Chair of Governors S. Howard

Mission Statement

At St. Bede's Catholic Infant School it is the mission of the whole school community to nurture a loving, safe, caring, supportive, quality environment in which the individual has the opportunity to develop intellectually, spiritually, morally, socially and emotionally in an atmosphere of trust and mutual respect.

Our Mission drives our actions and response.

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate	To enhance the	Continue work of Pupil	Miss Scragg	23.09.2024	Children understand the	
discrimination,	children's and	Steering groups to support		04.11.2024	importance of serving the common	
harassment,	parents	and promote the principles		27.01.2025	good and their responsibility	
victimisation and any	understanding of	of Fairtrade and Fairtrade		03.03.2025	towards others.	
other conduct that is	the common good	activities.		30.04.2025	Views of children are taken into	
prohibited by or under	through Fair Trade.			18.06.2025	account and acted upon.	
Equalities Legislation	(Fairtrade Action				Representative members from all	
	Plan)				year groups.	
		Continue to organise a				
		variety of fun events and		Week	Fun workshops and activities	
		workshops to support		Beginning	enthusing commitment of whole	
		understanding of		9.9.24	community.	
		importance of and			Children and parents demonstrate	
		commitment to Fairtrade			a good understanding of the	
		on Fairtrades 30 th			importance of Fairtrade.	
		Anniversary.				
				Ongoing	Children celebrate cultural	
		To continue to identify			diversity and value each person as	
		appropriate curriculum			unique.	
		links.				

	Continue to evidence	Ongoing	Fairtrade Status evidencing	
	Fair Achiever Status		commitment and understanding of	
			Fairtrade.	

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate	To ensure zero	Elect and work with the	Miss Scragg	Ongoing	Zero tolerance to any form of	
discrimination,	tolerance to	School Council,	All Staff	23.09.2024	bullying.	
harassment,	bullying. (Policy)	(Also Anti-bullying		04.11.2024	No incidents of bullying across	
victimisation and any	(PSHCE)	Ambassadors), to support		27.01.2025	the school.	
other conduct that is		them to promote our		03.03.2025	(See Headteacher's Report)	
prohibited by or		Kind Hands, Words and		30.04.2025		
under the Equality Act		Feet message across the		18.06.2025		
2010		whole school.				
				Ongoing	Achieve and maintain	
		Work with HBC to			accreditation demonstrating	
		formulate a locally agreed			and promoting ongoing	
		Anti-bullying			excellent practice.	
		Accreditation				
		Participate in National		Week Beginning	Participation positively	
		anti-bullying week		11.11.24	promoting mutual respect	
		programme of events and		Annually		
		activities				
		SEAL topics included in		Ongoing	SEAL, Daily nurture groups and	
		home/school diaries,			Peer Massage supporting social	
		Peer Massage			and emotional development of	
		Daily nurture groups for			confident, independent	
		identified children			children	
		Review Anti-bullying			F((); D); I D	
		Policy and Reporting		Autumn 2024	Effective Policy and Procedures	
		Procedures in line with		See Policy	supporting excellent practice.	
		updated HBC Model		Timetable		
		Policy and Procedures.	Mice Deale			
		Continued participation in	Miss Parle	Ongoing	RRSA confirming children's	
		Continued participation in		Ongoing	<u> </u>	
		Unicef RRSA activities		23.09.2024	awareness of their role as	
		including Class Charters		04.11.2024	citizens and an understanding	
		Continue work of Pupil		27.01.2025	of their rights and	
		Steering groups to		03.03.2025	responsibilities.	
		support and promote the		30.04.2025		
		principles of RRSA and		18.06.2025		
		Unicef activities.				

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To advance equality	To maintain	Continue confident	Mrs Bird	Ongoing	Provision Mapping in place and	
of opportunity	existing high	implementation of	Miss Coughlan	Pupil Progress	entry and exit criteria being	
between persons	standards of	Provision mapping.	Miss Scragg	23.10.24	used effectively.	
who share a relevant	inclusive practice	Timetable interventions	Miss Hesling	20.12.24	Strategies in place ensuring	
protected	and procedures.	as appropriate to need,	Miss Boardman	12.2.25	progress and achievement of	
characteristic and	(Inclusion Action	refining focus across all		2.4.25	potential.	
persons who do not	Plan)	ability groups and		21.5.25	SEPPs used where necessary.	
share it.		monitor impact.		16.7.25	Recording simplified.	
		Focus on content of		Ongoing		
		intervention support				
		including entry and exit				
		criteria.				
		Continue to provide the	Miss Hesling	Ongoing	All children enjoying reading	
		'Just Imagine' Reading		Fundraising e.g.	experiences engendering a love	
		for Pleasure		Fundraising	of life long reading.	
		opportunities for all.				
		Provide Phonics and	Miss Hesling	Ongoing	Positive impact on confident	
		grammar workbooks for		See English Hub	approach and application of	
		all children		Funding	skills and on attainment of	
					potential	
To advance equality	To maintain	All accessibility issues	Premises and	Autumn ongoing	Accessibility and additional	
of opportunity	existing high	incorporated into	Finance	Termly Governing	needs met in building design	
between persons	standards of	Building Projects:	Committees	Body Committee	maintaining inclusive	
who share a relevant	inclusive practice	Hall	LA	Meetings as	environment for all.	
protected	and procedures.	Playground	Archdiocese	timetabled		
characteristic and	(Inclusion Action	Sensory and additional	Cunliffe's			
persons who do not	Plan)	needs Equipment as	Surveyors			
share it.		identified				

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To foster good relations	To promote	Hold Community Arts/Awe &	Mrs Jackson	12.10.24	Exciting and motivating	
between persons who	community cohesion	Wonder/Equalities Days	IVII S Jackson	5.7.25	activities promoting	
share a relevant	through the arts.	(High focus Mission,		3.7.23	community cohesion,	
protected characteristic	(Arts Action Plan)	Equalities Consultation)			mutual respect and	
and persons who do not	(Alts Action Flair)	Equalities Consultation)			celebration of diversity.	
share it.		Organise Arts/Awe and	Mrs Jackson	21.10.24	Community supportive	
Share it.		Wonder Week	IVII S Jackson	21.10.24	and engaged.	
To advance equality of		Worlder Week			and engaged.	
opportunity between		Develop links with community	Mrs Jackson	Ongoing	Work produced and	
persons who share a		artists through community	IVII S Jackson	Origonia	displayed at Runcorn	
relevant protected		projects e.g. Local Schools Art			Shopping City	
characteristic and		Network			Shopping City	
persons who do not		INCLWOIK				
share it.		Continue Arts Award Initiative	Mrs Jackson	As identified	Children's appreciation	
share it.		Children work towards an	TVIT'S SUCKSOFF	7.5 Identified	of and aspirations in the	
		individual award through			arts enhanced through	
		participation in arts activities			achievement of award.	
		at home and in school.			dometernent of award.	
				Ongoing		
	Continue to embed	PE Lead to	Mrs Bellard	PA	Values understood and	
	Olympic and	Continue to incorporate		20.11.24	practiced supporting	
	Paralympic Values	activities and values into		26.2.25	good relationships and	
	across the curriculum	planning and delivery.		Learning	mutual respect.	
	with high focus on	Monitor impact.		Walk/Pupil	Opportunities provided	
	P.E./Sports	Provide additional resources		Voice	for variety of multi-	
	Promote positive	for any children requiring		Wk Beginning	sports including multi-	
	role models	specialist provision.		23.6.25	cultural and disability	
	(P.E/Sports Action				sports	
	Plan)	Continue work of Pupil Sports		Sports	Values understood and	
		Ambassadors and Play		Ambassadors	practiced supporting	
		Leaders to support and		Meetings	good relationships and	
		promote the importance of		23.09.2024	mutual respect.	
		Olympic and Paralympic		04.11.2024	Accessibility and	
		principles impacting upon life-		27.01.2025	additional needs met	
		long skills including		03.03.2025		
		teamwork, confidence,		30.04.2025		
		determination, perseverance		18.06.2025		
		and resilience.				

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate	To continue to	Continue to attend	Governors	Ongoing	Staff and Governors are aware	
discrimination,	raise awareness of	relevant training	All Staff		of and fulfil their duties and	
harassment,	responsibilities of	Staff/Governors to			responsibilities supporting	
victimisation and any	all staff and	complete any revisions		As required	community cohesion.	
other conduct that is	governors in	to Prevent and WRAP				
prohibited by or	meeting the	training and on-line				
under the Equality	requirements of	training as appropriate				
Act	the General and					
	Specific Duties of	Review Risk Assessment	Governors	Autumn	Fair transparent	
To advance equality	the Equality Act		All staff	2024	Policy/Procedures support	
of opportunity		Work in Partnership			principles of Equality Act.	
between persons	Continue to	with all appropriate		Ongoing	Staff and Governors are aware	
who share a relevant	Ensure PREVENT	agencies/partners			of and fulfil their duties and	
protected	Duty requirements				responsibilities.	
characteristic and	are met.	Review relevant Policies	Staff/Governors	See		
persons who do not		including IT Policies		timetable		
share it.						
		Review British Values	Staff/Governors	Autumn	Staff and Governors are aware	
To foster good	Continue to	Statement and		2024	of and fulfil their duties and	
relations between	enhance	associated Policies and		Ongoing	responsibilities supporting	
persons who share a	promotion of	procedures.			community cohesion.	
relevant protected	British Values	Enhance				
characteristic and	across the school	Display/Outdoor			British Values promoted and	
persons who do not		Learning Environment			embedded across all aspects of	
share it.		Schemes of Work			school life.	
	Maintain and	Working party to meet		23.9.24	School takes account of the	
	publicise Disability	termly		13.1.25	views of the community and	
	and Equality	Children's views invited		30.6.25	incorporate into action plan	
	Working Party and	through SEAL activities			meet porate into action plan	
	incorporate views	and school council and				
	of community	Steering Groups.				

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation
To eliminate	To fulfill	Review appropriate	Miss Coughlan	See Policy	All policies and procedures	
discrimination,	requirements of	policies to ensure race	Miss Scragg	Review	supporting the promotion of racial	
harassment,	Equality Legislation	equality is built in (use CES	Governors	Timetable	equality and ensuring equality of	
victimisation and any	and of Statutory	documentation as			opportunity and good relations	
other conduct that is	Code of Practice for	guidance).			between persons of different racial	
prohibited by or under	schools in the duty	Review race equality policy			groups.	
the Equality Act.	to promote Race	using HBC Model including			Community Cohesion and race	
	Equality	Racist Reporting.			relations promoted through visits,	
To advance equality of	To continue to	Review statement detailing			visitors, curricular and extra-	
opportunity between	promote the value	how cultural diversity is			curricular activities.	
persons who share a	of each individual	promoted through all			Data analysis and monitoring	
relevant protected	as unique and an	aspects of the curriculum,			demonstrating all children	
characteristic and	appreciation of	particular reference to the			achieving their potential.	
persons who do not	cultural diversity.	creative arts, visits and			No Racial Incidents	
share it.	To ensure zero	visitors, local, national and				
	tolerance to	International links.				
To foster good	Racism. (Policy)	Assess impact of policies				
relations between	(PSHCE	on pupils, staff and parents				
persons who share a	incorporating	from different racial groups				
relevant protected	RSHE)	e.g. data analysis, Incident				
characteristic and		Reports				
persons who do not		Publish results of		Termly		
share it.		monitoring as appropriate	Miss Coughlan	Ongoing		
		e.g. Headteacher's				
		Reports, LA Returns.				
		Promote commitment to				
		Racial Equality through	All Staff			
		appropriate	Governors			
		documentation e.g.				
		Mission Statement,				
		Prospectus				