

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 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. Continue to organise a variety of fun events and workshops to support understanding of importance of and commitment to Fairtrade on Fairtrades 30 th Anniversary. To continue to identify appropriate curriculum links.	Miss Scragg	23.09.2024 04.11.2024 27.01.2025 03.03.2025 30.04.2025 18.06.2025 Week Beginning 9.9.24 Ongoing	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. Fun workshops and activities enthusing commitment of whole community. Children and parents demonstrate a good understanding of the importance of Fairtrade. 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.	
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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 23.09.2024 04.11.2024 27.01.2025 03.03.2025 30.04.2025 18.06.2025	Zero tolerance to any form of bullying. No incidents of bullying across the school. (See Headteacher's Report)		
		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 11.11.24 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 2024 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 23.09.2024 04.11.2024 27.01.2025 03.03.2025 30.04.2025 18.06.2025	RRSA confirming children's awareness of their role as citizens and an understanding of their rights and responsibilities.		

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 23.10.24 20.12.24 12.2.25 2.4.25 21.5.25 16.7.25 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>	To promote community cohesion through the arts. (Arts Action Plan)	Hold Community Arts/Awe & Wonder/Equalities Days (High focus Mission, Equalities Consultation)	Mrs Jackson	12.10.24 5.7.25	Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity. Community supportive and engaged.		
		Organise Arts/Awe and Wonder Week	Mrs Jackson	21.10.24			
		Develop links with community artists through community projects e.g. Local Schools Art Network	Mrs Jackson	Ongoing			Work produced and displayed at Runcorn Shopping City
		Continue Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.	Mrs Jackson	As identified			Children's appreciation of and aspirations in the arts enhanced through achievement of award.
	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)	PE Lead to Continue to incorporate activities and values into planning and delivery. Monitor impact. Provide additional resources for any children requiring specialist provision.	Mrs Bellard	Ongoing	Values understood and practiced supporting good relationships and mutual respect. Opportunities provided for variety of multi-sports including multi-cultural and disability sports		
				PA 20.11.24 26.2.25 Learning Walk/Pupil Voice Wk Beginning 23.6.25			Values understood and practiced supporting good relationships and mutual respect. Accessibility and additional needs met
	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.		Sports Ambassadors Meetings 23.09.2024 04.11.2024 27.01.2025 03.03.2025 30.04.2025 18.06.2025				

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 2024</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 2024</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>23.9.24 13.1.25 30.6.25</p>	<p>School takes account of the views of the community and incorporate into action plan</p>	

