

## Equality Objectives/Action Plan: 2019 – 2023

St Cuthbert's C.E Primary School is committed to an inclusive ethos, which values the achievements of all children and the contribution they make to school life. All staff recognise that inclusion is a process of development and not a fixed state as it involves an ongoing review of policies and practices so that we can respond to the diverse needs of all pupils in our local community.

We want all children to enjoy school, to be challenged to achieve their very best. We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and well-being of all our children are at the heart of everything we do.

Equality Duty	Protected Characteristic / Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible?	Dates from and to:	Indicator of Achievement
All aims of duty	All	To increase pupil, staff and governor awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To increase awareness of the equal rights and protected characteristics across all groups within school and how it affects each individual	Senior Leadership Team, staff and Governors	Sept 2019 – July 2020	Pupils, staff and Governors are aware of the school's objectives and action plan (age appropriate), including their role in upholding it.
All aims of duty	All	To equality impact assess all policies procedures and practices with particular emphasis on the attainment levels of pupils and students from vulnerable groups	To enable the school to address the needs of diverse and vulnerable groups at risk of disadvantage and set priorities accordingly	Whole school	To continue to undertake Equality Impact Assessments on policies, procedures and practices as they are reviewed to ensure they reflect best practice.	SLT	September 2019 - ongoing	All policies, procedures and practices equality impact assessed and action points identified and included in equality objectives / action plan.

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All aims of duty	All	All staff receive annual CPD on the school's arrangements to promote equality in the context of their job role (e.g. All staff - preventing/ managing incidents.) (Teachers/SHLTAs – curriculum and teaching and learning strategies)	School staff are able to identify the specific actions and behaviours needed to promote equality in the context of their job role and the impact of this assessed as part of the overall review of policies, procedures & practices in school	Whole school	Identify either in-school or external training providers who will assist with different or alternative strategies.  Identify any gaps using gap analysis tools.	SLT	Sept 2019 - on-going	Evaluations of CPD indicate an increase in staff confidence and competence.  Observations of teaching and learning include strategies to promote equality and narrow the gap outcomes
All aims of duty	All	Continue to ensure displays and other images in the school to reflect and promote diversity in terms of the equality groups	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, pupils and visitors	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of the equality groups.	All staff	Sept 2019 – on-going	Increased diversity reflected in school displays across all year groups. Increase in pupils' participation, confidence and achievement levels

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All aims of duty	All	To encourage and increase the participation of pupils from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils involved in the decision-making of the school	Minority, marginalised and vulnerable pupils	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school. Set up group of pupils to develop actions which better involve the target group.	Senior Leadership Team	Sept 2019 – on-going	School Council/pupil voice has representation from pupils who are within the protected characteristics
Eliminate unlawful discrimination harassment and victimisation Equality of opportunity	All	To continue to ensure that SLT and the Governors are clear about their responsibilities in the recruitment and selection of staff	Recruitment procedures ensure equality for candidates and that the recruiting panel recruit the best person to the role	Applicants and all school staff including volunteers	Continue to undertake Equality Impact Assessments on Policies/Procedures relating to recruitment and staffing and ensure alignment with LA/national guidance	Senior Leadership Team and Governors on Staffing Sub Committee	Sept 2019 – ongoing	Feedback from candidates on the process indicates fairness School staff reflect diversity
Eliminate unlawful discrimination harassment and victimisation	Race/ Religion or Belief/ Disability	To ensure the content of school meals and food within the curriculum meets the needs of all race and faith groups and those with specific health needs	Increased diversity within school meals and food within curriculum activities	All those with specific race, faith, cultural and health needs	Introduce food culture days with different menus to represent diverse groups. Ensure food within the curriculum represents diverse cultures	Senior Leadership Team School Food Support	January 2019 – Ongoing	Variety and types of food in school extends pupils' knowledge of diversity and wide ranging cultures

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Eliminate unlawful discrimination harassment and victimisation Fostering and improving good relations	Sexual Orientation/ Race/Gender identity/ Disability/ Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying To ensure difference and diversity (LGBT+) is understood and accepted and homophobia is challenged	Pupils/students continue to feel safe as they know that incidents will be dealt with promptly and fairly Increased staff awareness of how to deliver programmes of support	Whole school and specifically vulnerable and equality groups pupils/student s or those from a faith background	To review and update existing policies and procedures relating to bullying. Review policies and child friendly policy Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia. Promotion of hate incident recording to pupils/students.	SLT	January 2019– July 2020	Increased staff confidence in delivering programmes of support Hate incident recording continues to be accurate and enables action to be taken quickly Continued low reporting rates of LGBT+ bullying
Advance equality of opportunity	Gender	To ensure that girls and underactive pupils (both boys and girls) are equally involved in physical activity	Improved participation of girls (and underactive pupils) in targeted sports / physical activities	Girls	Monitor attendance of girls (and underactive pupils) at extra-curricular sports clubs Survey girls (underactive pupils) and understand barriers to participation	PE Subject Leader and teachers	Sept 2019 - on-going	Increase in number of girls (and underactive boys and girls) taking part in physical activity
Advance equality of opportunity	Disability/All	To increase confidence and skills for pupils with emotional wellbeing and social needs	Pupils able to utilise taught strategies to promote their positive mental health and wellbeing	Pupils with emotional, wellbeing and social needs	Continue to train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills Continue nurture groups for the most vulnerable	PHSE coordinator Emotional Literacy Support Assistant	Sept 2019 - on-going	Support programmes demonstrated high impact of support for pupils.

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Advance equality of opportunity	Disability	To better understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers	Disabled parents/carers	To liaise with disabled parents on entry to school to provide reasonable adjustment	Head Teacher Office Manager	June 2020 - Ongoing	Range of support implemented to support parents as required
Advance equality of opportunity	Other	To improve the attainment and opportunities for pupils eligible for pupil premium	Improved attainment	Children eligible for pupil premium	Continue to review pupil premium strategy annually to eliminate potential barriers for pupil premium students. Collate and analyse data relating to attainment by target group Range of opportunities to develop talents, including participation in extracurricular activities	SLT	Sept 2019 - ongoing	Improved attainment levels of pupils eligible for pupil premium
Fostering good relations	Age	To improve understanding of diversity and to challenge stereotyping	Increased positive attitudes towards each other	All year groups	Invite in members of the business community and industry to challenge stereotyping, promote diversity of opportunity.	SLT Class teacher	September 2019 ongoing	Pupils able to challenge stereotyping through broad understanding of diversity within the community and industry

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Fostering good relations	All	To promote good relations between people from different backgrounds	Improved understanding of Leicester and the diversity within it. Continued links with schools in other countries to share cultural opportunities Increased positive attitudes towards disabled people	All year groups	Continue school links with Leicester City and China celebrating diversity Make use of diversity resources Invite in representatives from equality charities and disability groups to meet with children	SLT/PSHE co-ordinator	September 2019 – 2022	Programme of activities shared with inner city/international schools to strengthen diversity awareness Training for staff and other adults undertaken