



## Equality Objectives

*UNICEF Article 29: Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures and the environment.*

Nazia Ishaq

Deputy Head Teacher

2017

*Loving Learning,*

*Striving for Success,*

*Achieving Everyday*





## Colegrave Primary School Equality Objectives Spring 2017 - Spring 2020



### 1. Advance equality of opportunity between people who share a protected characteristic and those who do not.

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead person	Links school policy or SDP	Actioned by (Date)
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To close the attainment gap between all groups of learners.	Significant groups have been identified (FSM, ethnicity, SEN and ability) and are closely tracked and provision is mapped according to need.	Identified children make good progress	x	x	x	x				NI	SDP - PP provision - Attainment of boys - More able	On going
To target pupils with SEND for specific intervention.	Recruited a full time HLTA to provide interventions such as colourful semantics, dyslexia and motor skills	High levels of pupil engagement. Pupil progress improves	x	x	x	x				RLK	SDP- Progress is good	February 2016
To implement the zero tolerance of extended leave during school time.	Term time leave is having a detrimental effect on pupil progress.	98% attendance and punctuality for all pupils. (excluding PMLD)	x	x	x	x	x	x	x	NI/MA	SDP- attendance	On going

## 2. Foster Good Relations Between People Who Share a Protected Characteristic and Those Who Do not

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria	Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead person	Links school policy or SDP	Actioned by (Date)
To enable pupils to regularly feedback about their school to the Leadership Team.	Pupil voice is taken weekly, school council share pupils views termly and pupil conferences take place across the school year.	Children feel heard and involved in school life and decisions Children are confident talk to adults in an honest, open forum	x	x	x	x		x	x	SC	SDP- Increase pupil voice	On going
To increase parental engagement	To raise parental engagement we have begun: <ul style="list-style-type: none"> <li>- Weekly coffee mornings</li> <li>- Half termly exit points</li> <li>- Parent workshops</li> <li>- Text/ website communication</li> <li>- Family Support worker</li> <li>- Termly parents evenings</li> </ul> <p>Explore new avenues of communication Increase parent numbers at our events</p>	Feedback shows parents feel heard and part of our school community Increased parental engagement and participation in school events Increased number and quality of homework projects Increase parent knowledge of the curriculum	x	x	x	x	x	x	x	NI	SDP Increase parental engagement	On going
To actively encourage pupils from protected groups to participate in relevant clubs.(before	Children are free to choose the clubs they would like to attend Invite only clubs- targeted at specific children in school	High quality clubs, with good attendance Closer links with Extended Schools are	x	x	x	x		x		NI	DfE Code of Practice Sept 2014. SDP- develop after	On going

and after school)	Pupil premium children are subsidised where needed	developed Pupils/ parents receive guidance when making club choices.										school provision	
-------------------	--	--	--	--	--	--	--	--	--	--	--	------------------	--

### 3. Eliminate Unlawful Discrimination, Harassment and Victimisation

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead person	Links school policy or SDP	Actioned by (Date)
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To ensure all stakeholders are knowledgeable about the procedures that ensure all children are safely accessing all ICT and multimedia equipment.	Regular e safety training for staff (termly) is happening and we participate in events such as online safety day. Need to increase e-safety events for other stakeholders eg. LA's, parents and carers/governors	All stakeholders are well informed. Incidents of unsafe use of ICT and multimedia equipment are rare.	x	x	x	x	x	x	x	IA	SDP- raise profile of online safety and threats from social media	On going
To monitor the protected characteristics.	Incidents of discrimination, harassment and victimisation are logged in SLT log and monitored regularly.	Incidents of discrimination, harassment continue to be monitored and appropriate action to be taken. Behaviour and Safety is outstanding.	x	x	x	x		x	x	EOR/RLK	SDP- monitor impact of behaviour policy on the number of incidents logged	On going  Termly reviews
To appraise and familiarise all stakeholders of our Public Sector Equalities	Not all stake holders are familiar with our equality policies and action plan Need to share in staff meeting/	Relevant school policies are on the website or MLE and stakeholders know this.	x	x	x	x	x	x	x	NI	Public Sector Equality Duty	April 2016

