

Equalities Action Plan 2016-2019

We are committed to promoting equality in all aspects of school life. Ref. -

*Single Equality and Community Cohesion Policy
Behaviour, Rewards & Bullying Prevention Policy/Anti Bullying Action Plan/PHSCE/SRE Action Plans
Recruitment & Selection Guidelines for schools
Management of sickness absence handbook
Teachers' Pay, Appraisal & Capability Policies
Disciplinary & Grievance Procedures
Safe Working Practice Document
Procedure for Managing Allegations to CP Matters*



St Andrew's CE Primary School

Link to Public Sector Equality Duty	Protected Characteristic	Aim	Objective	Target Group	Action	Personnel	Date	Monitoring & Progress
All aims of duty	All protected characteristic	To increase pupil, staff and governors' awareness of legal & human rights, & 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 & staff	Shared area displays (Main corridor to hall) Classroom displays Assemblies/Worship Circle Time	All staff	Mar 16 ongoing	Behaviour Ethos
All aims of duty	All protected characteristic	To increase the participation of pupils from minority or vulnerable backgrounds in school life	Ensure the diversity of pupils involved in the decision-making processes of the school	Minority & Vulnerable Groups (SEN, PP, Disability) Silent ch'n	Identify which groups are under-represented in the School Council & Eco Committees Ensure opportunities for pupil voice	SLT PB/JA JN	Mar 16 ongoing	Student Council & Eco Team minutes Y6 LT
Discrimination harassment victimization eliminated Equality of opportunity	All protected characteristic	To ensure that policy and practice relating to recruitment, retention and training is inclusive of the diverse needs of applicants and staff	An inclusive school Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Follow Local Authority guidance relating to recruitment and staffing Staff Inclusion Survey	HT GB LA HR All Staff	Mar 16 ongoing Aut 16	Staffing structure Volunteer helpers Survey collation
Discrimination harassment victimization eliminated	Race/ Religion or Belief/ Disability	Ensure content of school meals and dining room meets the needs of all race and faith groups and those with specific health needs	Understanding of different cultures needs Good selection of appropriate & healthy meals Increased take up of school meals	Adults & pupils with specific race, faith, cultural and health needs	Relationships with kitchen team and Secretary Schools' Catering Team/Wardle Trust Survey pupils/parents Invite parents to lunch	HT LH (Cook) Secretary LA/Wardle Parents	Mar 16 ongoing	Numbers & enjoyment of dinners Parental & pupil feedback

Discrimination harassment victimization eliminated	Sexual Orientation/ Race/Gender identity/ Disability/ Religion/ Belief	To prevent and respond to all hate incidents and prejudiced based bullying	Pupils feel safer as reported in safer schools survey as feel incidents will be dealt with Increased staff confidence Accurate reporting Transparency	Whole school-BME/LBG TU/SEND or Faith	Review and updating of policies & practice relating to bullying situations Staff training including developing skills in identifying and challenging homophobia and transphobia	SLT All staff LA or external	Mar 16 ongoing	Behaviour & ethos Surveys
Discrimination harassment victimization eliminated Fostering good relations	Sexual Orientation	Ensure LGBTU staff, pupils, parents, governors, wider community are accepted and homophobia is challenged	Decrease in Orange forms/incidents	Whole school including specific persons	Use of appropriate resource in PSHE , Assemblies, Circle Time including 'Equal Chances, Equal Choices'	Teachers TAs PHSCE coord	Mar 16 ongoing	Timetables Lesson / Subject reviews Obs
Advance equality of opportunity	Sexual Orientation	To ensure sex education is responsive and appropriate to building confidence	Pupils feel confident in their changing bodies/ feelings	Year 6	Curriculum planning Planned puberty talk	SLT GB-SRE Y6 CT School nurse	July annual	Response, impact, readiness
Advance equality of opportunity	Sexual Orientation	To ensure that girls & boys are equally involved in physical activity (football, netball, rounders, athletics)	Improved participation in targeted sports activities	Girls Boys	Monitor attendance of out-of-school hours clubs Survey girls and boys to understand barriers to participation	SLT Teachers Sports Leader	Mar 16 ongoing	Registers Surveys
Advance equality of opportunity	Disability	To increase social and emotional skills for pupils with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils to handle difficult situations and a reduction in classroom disruption	Pupils with BESD	Nurturing approach including staff training (proactive & reactive) No shouting policy Invite to breakfast club	SLT Lead TA	Mar 16 ongoing	Behaviour monitoring Nurture sessions PPMs
Advance equality of opportunity	Disability	To understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers /relatives	Disabled parents/ carers/ relatives	Gather and record information relating to disabled parents (file in HT's office)	HT External agencies	Mar 16 ongoing	Surveys & general feedback

Advance equality of opportunity	Sexual Orientation	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	High & challenging pupil aspirations Economic wellbeing	KS2 pupils	Provide activities that allow pupils to explore gender stereotyping in careers Enterprise/Aspire ops Links with Wardle Assemblies PHSCE Circle Time	SLT All staff GB External agencies Wider community	Mar 16 ongoing	Feedback
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment Narrowing the Gap	Pupil Premium Pupils	Tracking & analysis of data relating to attainment by target group	HT Teachers PP Coord Lead TA TA3s	Mar 16 ongoing	RAISE online Data Dash Internal tracking
Advance equality of opportunity	Race	To improve the attainment of Ethnic Minority children including GRT	Improved attainment Narrowing the Gap	EM pupils	Tracking & analysis of data relating to attainment by target group	HT Teachers Lead TA TA3s	Mar 16 ongoing	RAISE online Data Dash Internal tracking
Fostering good relations	Age	To improve understanding & to challenge stereotyping between young & older	Increased positive attitudes towards one another Promoting good citizenship & giving back to the community	Y6 & YR All groups Wardle pupils Community	Buddying system between Y6/YR Y6 LT Prefects, incl lunch Reading partners Community events Open Day, Church events, Ashcroft House)	HT SLT All staff Volunteers Church & wider community, Wardle	Mar 16 ongoing	Core values Standing in community Surveys
Fostering good relations	All	To promote good relations between people from different backgrounds	Increased positive attitudes towards people from different cultures, backgrounds including disabled people	All	IPLCN partnership Wardle Trust	All school community, IPLCN, Wardle	Mar 16 ongoing	Ethos Pupil interviews