

Equalities Action Plan 2019-2021

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

Single Equality and Community Cohesion Policy

Behaviour, Rewards & Bullying Prevention Policy/PHSCE/SRE Action Plans/EHWP/ & Personal development

Recruitment & Selection Guidelines for schools/Staff Handbook

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	Sept 19 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/RM	Sept 19 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/staff	An inclusive school Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Follow Trust relating to recruitment and staffing Staff Inclusion Survey	HT GB WT All Staff	Sept 19 ongoing Aut 19	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 Trust provider Survey pupils/parents Invite parents to lunch	HT LH (Cook) Secretary WT Parents	Sept 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/LGB TQ/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 Trust or external	Sept 19 ongoing	Behaviour & ethos Surveys
Discrimination harassment victimization eliminated Fostering good relations	Sexual Orientation	Ensure LGBTQ 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 EHWB	Sept 19 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	HV 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	KB Teachers Sports Leader	Sept 19 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	JA Lead TA	Sept 19 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	Sept 19 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	Sept 19 June 20 ongoing	Feedback incl. visitors to school Aspire Week
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	Sept 19 ongoing	ASP 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	Sept 19 ongoing	ASP 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 Community focus	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	Sept 19 ongoing Aut 19	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 Watergrove Trust	All school community, IPLCN, Wardle	Sept 19 ongoing	Ethos Pupil interviews