



West Rise Community Infants School

EQUALITY OBJECTIVES: 2018 - 2021

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/progress:
All aims of duty	All protected characteristics	To continue to increase pupil, staff and governors, parents/carers and visitor's 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, governors, parents/carers and visitors.	To begin planning of focus assemblies, class based circles and School Council activities	Senior Leadership Team and Governors	Sept 18 to July 2021	Undertake annual review with a pupil group of their understanding of rights and responsibilities
All aims of duty	All protected characteristics	To continue to increase the participation of pupils/from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of the parent/carers/pupils involvement in the participation of school life and, where appropriate the decision-making processes of the school.	As above and with specific target to Minority, marginalised and vulnerable families and pupils.	Ensure the inclusion of Minority, marginalised and vulnerable families and pupils in all school activities such as School Council, clubs, Parent Teacher Association, Parent Consultation Evenings and Governing Body	Senior Leadership Team, Equalities Leader and Governors	From Sept 2018	Staff Meeting Focus Summer 2019 to raise Equalities awareness for staff Parents from diverse backgrounds invited to participate in events such as Global Week Hosting of International Eve – Summer Term, 2019. Performances from members of the local

					Children to be given equality issues to discuss and explore in School Council meetings. Feedback and follow up in classes.			community. All families invited to come with food from other countries.
Eliminate unlawful discrimination, harassment and victimisation	All Protected characteristics FOCUS Race/ Religion or Belief	To continue to ensure full respect for the right to belief and to live according to belief	Sensitive provision and families to feel confident to request personal needs.	All those with specific race, faith, cultural needs	Ensure that family needs are known by all -in terms of diet and learning opportunities eg for Jehovah Witness children during key times, eg Christmas.	SLT all staff (School caterers)	Sept 2018 – July 2021	SLT and staff to take a proactive approach to fully engaging key families
Eliminate unlawful discrimination, harassment and victimisation	All Protected characteristics FOCUS Specific Need and/or Disability	To continue to develop positive awareness and increase vigilance so as to prevent any incidents and prejudiced based bullying	Families pupils staff visitors feel safer and more confident, as they feel needs are met and any incidents will be dealt with. Increased willingness and confidence to report concerns	Whole school and specifically SEND pupils and families	To review and update existing policies and practice Access staff training. Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia	SLT Anti-bullying lead/ Equalities lead.	Sept 2018– July 2021	Accessibility Plan is reviewed September 2018. SLT and staff take a proactive approach to fully engaging with families
Eliminate unlawful discrimination, harassment and victimisation Fostering good relations	All Protected characteristics FOCUS Sexual Orientation	To ensure LGBTU families/parent /carers are accepted and homophobia is challenged	Reporting rates of LGBT bullying decrease	Whole school and specifically LGBTU carers	Equalities leader to provide suggested activities /lesson ideas and story books, for teachers to use, to raise awareness and tolerance of different types of families.	SLT Work with family to gain feedback on our work	Term 1 2018	Relevant books ordered and lesson ideas disseminated, for all classes to do series of lessons on different types of families.
Advance equality of opportunity	All/ SEND	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils to handle difficult situations and a reduction in classroom disruption	Pupils/students with BESD	Inclusion leader. to work with staff especially INAs to deliver small group work sessions/1-1/class support to support targeted pupils/students in developing social and emotional skills	Inclusion leader, class teachers, INAs SEAL (Social and emotional aspects of learning) co-ordinator	Sept 2018 – July 2021	'Worry Dolls' and 'Worry box' for children to access in Hall. Consistent circle time/pshe work in classes, INAs targeting challenging pupils.

Advance equality of opportunity	Disability	To better understand the needs of disabled parents/carers/pupils within our school community	Improved access and communication with disabled parents/carers/pupils	Disabled parents/carers/pupils	Inclusion leader to disseminate awareness/relevant information to staff and disseminate good practice. Monitor displays of images around school to include/raise awareness of disabled people's different needs.	Equalities Leader	Autumn 2019	Invite speaker from Guide Dogs for the Blind to KS1 assembly, to talk about how blind people can overcome their difficulties. Children to participate in follow up discussions in class about disabled people, with a positive message.
Advance equality of opportunity	Gender	To continue to ensure the equal participation of children in all aspects of school life including P.E	Continuing confidence of female pupils reflected in school assessment data and general performance in school.	Groups vulnerable to underachievement	Monitor/track progress through summative and formative assessment and observations.	Equalities leader	Sept 2018 – July 2021	Continuing monitoring of tracking across year groups to identify gaps and plan next steps
Advance equality of opportunity	Gender	To continue to promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	Pupils and all adults to speak inclusively about opportunities for girls and boys at school, further education and in the workplace-professional and non-professional and to openly discuss questions from pupils which challenge gender stereotypes.	All year groups	Monitor topics across year groups/ specific learning activities to ensure broad balanced curriculum that both genders can access and identify with and that are not gender-stereotypical. Monitor tracking and progression of boys and girls to note gaps/trends that need addressing. Disseminate good practice and relevant materials, especially books, to encourage non-gender stereotyping.	Equalities leader	Sept 2018-2021	New books to be ordered - information books and stories that challenge stereotypes and role eg 'Violet the Pilot'. Gender tracking discussion in staff meeting.
Advance equality of opportunity	Other	To continue to improve the attainment of pupils eligible for free school meals/ challenging background/family	Improved attainment For Pupil Premium Children (PP)	Children eligible for free school meals/from challenging backgrounds/family circumstances	Deputy Head to continue to lead the inspirational Aspire and Achieve (PP programme)Collate and analyse data relating to attainment by target group reading, writing, maths and speech and language.	Aspire and Achieve Lead and SLT	ONGOING	Regular impact review shapes the work of the team

		circumstances.						
Advance equality of opportunity	Race	To further raise the profile of ethnic groups in the school and ensure high expectations of achievement.	All staff to have increased awareness, respect and accurate knowledge of ethnic groups in the school and the support they may need.	Diverse ethnic pupils and Gypsy Roma traveller children (Dependent on current population of school).	Collate and analyse data relating to attainment and attendance by target group Work with (SLES) and Traveller Education Team to identify strategies to improve attainment of the focus group	Equalities leader	Sept 2018 – July 2021	Equalities leader to gather and disseminate updated ethnic breakdown of classes. Class teachers have lists of greetings in other languages, to share in morning registrations. Provided handout to staff re positive and inclusive communication with these families. Raised profile of EAL support in school EAL parents to read mother tongue stories on International Book Day in March. Annual Global Week across school, with a different focus each year. School to host International Evening in February, linking with Chinese New Year. All parents, staff, children and performers from community invited.
Fostering good relations	All	To continue to promote good relations between people from different backgrounds	Improved understanding of East Sussex community and the diversity within it and wider communities, including International. Increased positive attitudes towards disabled people		Equalities Leader to monitor staff planning to ensure a 'global dimension' is embedded in the school curriculum. Planned assemblies and displays around school to celebrate cultural diversity and key events in the year. To welcome visitors from other countries to our school.	. Equalities leader,.	Sept 2018 – July 2021	Re Establish link with St Catherine's school to share Chinese Mandarin teacher, to teach weekly Mandarin lessons to Y2 children. Year 2 children to link with a charity each year .

