

Equality Objectives: Reviewed at GB Curriculum committee 16/03/17

Lead member of staff: Adam Parsons
Links to SDP: Review Equality

Link governor Jane Mearns

Aspect of the Equality Duty: remove harassment, advance equality of opportunity, foster good relations						
Protected characteristic: Disability, race, religion, sex						
Action	Lead person	Timescale	Resources	Success criteria/outcomes	Monitoring activity and evidence of impact	Outcomes
1. Review weekly review to log behaviour and bullying incidents more overtly	AP	Ongoing	Time to introduce to all staff	All staff clear about purpose of incident logs and how to use to reduce incidents	Head to monitor incident logs weekly. Head to review 'Reporting file' with curriculum committee once a term	Headteacher and Curriculum committee review of logs and patterns ensures that children are kept safe.
2. Use logs to identify patterns of behaviour that lead to harassment.	AP	Ongoing	Senior Leadership Time	Clear understanding of nature of any bullying behaviours	Individual / year group / Whole school actions resulting shared with GB	Review behaviour logs and SEN link thro Inclusion mtgs. Pupils will feel safe and parents and pupils will see supportive actions around incidents.
3. Measures to improve attainment of potentially vulnerable groups: physically disabled, ethnic minorities, pupil premium	Inclusion Team	Ongoing	Intervention strategies: catch up programmes etc. (provision map)	All groups of children are making good progress and achieving individual aspirational targets Pupils performing in line or better than similar pupils nationally	Inclusion leader to monitor progress using data and report to headteacher	All groups of pupils do well at Verwood CE First School

<p>4. Review cultural opportunities and understanding of other areas of UK and the world and to encourage citizenship</p>	<p>(MfL and Cultural leader)</p> <p>Engage in EDEP project with DEED</p>	<p>2013-2015</p> <p>2016-2017</p>	<p>EDEP and DEED</p>	<p>Children can relate their position in the world in an age appropriate, non-stereotypical way with other cultures present in UK and abroad.</p> <p>Learning from project stays live and is spread through new cohorts</p>	<p>AN to monitor</p> <p>Headteacher to monitor</p>	<p>Project is used as a 'live' resource for pupils in 2016-2018</p>
<p>5. Increase parental involvement</p>	<p>AC & EH through Inclusion team and KW for PP</p>	<p>2016/17</p>	<p>Staff costs and resource making</p>	<p>Increased engagement of parents with learning and social and emotional development</p>	<p>Inclusion team review -annual</p>	<p>Ensure that support given is being followed through for better outcomes for the pupils. KW liaising with parents when required.</p>

Priority areas for school equality objectives

Children and Young People	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation							- Reduce bullying / name-calling / use of sexist language	- Reduce bullying / name-calling / use of homophobic language
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation		- Improve accessibility - Raise attainment of physically disabled pupils - Encourage full participation in all aspects of school life, including clubs			- Raise attainment of ethnic minorities		- Raise attainment of underachieving boys and girls	
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups		- Promote understanding & positive attitudes through curriculum + other developments eg SEAL, Rights Respecting Schools			- Promote understanding & positive attitudes through curriculum + other development, including themed weeks on global awareness	- Promote understanding & positive attitudes through RE curriculum + New Agreed Syllabus		

Parents and carers	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation								
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation		- Develop communication with parents of disabled pupils through Home school Links						Ensure that same sex couples feel fully involved in the life of the school
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups					- Promote understanding & positive attitudes (eg through parental involvement in diversity events such as themed weeks)			

Staff and governors	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation								
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation	Member of staff worked beyond retirement age and was fully supported by the governing body	Chair of governors assisted to and from meetings when required, due to her disability.		Flexible working patterns and job shares implemented. Support when on maternity with 'keep in touch days'. GB strategically planned to minimise negative effect on children.				
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups					Positive about ethnic staff, always choose best candidate regardless of race.	As long as candidates, governors or prospective governors support the Christian ethos and values of the school we choose the best candidate regardless of personal faith.		