

WESTOVER GREEN COMMUNITY SCHOOL

Equality Objectives and Action Plan 2017 – 2021

<b>Link to Public Sector Equality Duty</b>	<b>Protected Characteristic</b>	<b>Aim</b>	<b>Objective</b>	<b>Target group(s) e.g whole school, girls, boys, SEN etc</b>	<b>Action</b>	<b>Who is responsible?</b>	<b>Dates from and to</b>
All aims of duty	All protected characteristics	To increase pupil awareness of legal and human rights and the responsibilities that underpin society.	For pupils to understand that they have rights, how they can exercise their rights and understand how rights link to responsibilities.	All pupils.	To address in class circle times. PCSO visits  British Values Work incorporated into lessons and assemblies (see British Values Statement).	Class teachers  Personal Development Leader	Ongoing
All aims of duty	All protected characteristics	To increase the participation of pupils from minority or vulnerable backgrounds in school life.	Increase the diversity of pupils involved in the decision-making processes of the school.	Minority and vulnerable pupils	Identify which groups are under-represented in the School Council and / or pupil voice processes	School Council / Eco Leader	Ongoing

					within the school.  Set up groups of pupils which involve the target group.		
Eliminate unlawful discrimination, harassment and victimisation	Race / Religion or Belief / Disability	To ensure the content of the school meals and the eating environment meets the needs of all groups and those with specific health needs	Increased take up of school meals	All those with specific faith, cultural and health needs	To monitor the lunchtime environment and quality of food / Interview pupils re food choices including representation from diverse groups	Healthy Schools Leader  ExHT – Link with School Meals Provider	Sept 2017
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation / Race/ Gender Identity/ Disability/ Religion or Belief	To prevent and respond appropriately to hate incidents and prejudiced based bullying	Pupils feel safe and feel incidents are appropriately dealt with.  Increased staff confidence.  Accurate reporting rates.	All pupils	To review and update existing policies and practice relating to bullying.  To ensure reporting procedures are in place and	Head of School  Personal Development Leader  Head of School – Behaviour logs and Racial Incident logs	Annually

					resolutions are agreed.  Behaviour logs monitored by SLT.	SLT	
Advance equality of opportunity	Sex	To ensure that boys and girls are equally involved in physical activity	Balanced participation in sports activities.	Girls / Boys	Monitor attendance at out of school hours sports clubs	PE Leader	Ongoing
Advance equality of opportunity	Disability / All	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	Keyworker system in place.  HSLW – joint family working  Counselling service available  Monitoring of ‘Jigsaw’ sessions	Personal Development Leader  HSLW  HSLW  Personal Development Leader	Ongoing  As required  From Sept 2017
Advance equality of opportunity	Disability	To better understand the needs of disabled parents / carers and children	Improved access and communication with disabled parents / carers.	Disabled parents / carers	Ensure awareness and needs relating to disabled parents.	HSLW to link with disabled parents to ensure their needs are being met by the	As required.

		within our school community.				school.  SENCo – to meet with parents of disabled children to write a school entry plan and ensure needs are met.	July/ annually as required.
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals.	Improved attainment	Children eligible for free school meals.	Collate and analyse data relating to attainment by target group.  Provide targeted support programmes for underattaining FSM pupils.  Track data / measure impact.	Class teachers Ex HT/ Head of School  SENCo Subject Leaders Pupil Premium Leaders  ExHT / Head of School	Termly through Pupil Progress Meetings  Ongoing  Termly
Advance equality of	Other	To improve the attendance of	Improved attendance and	Pupils with attendance	EWO involvement	Head of School	On-going

opportunity		persistent absentees.	therefore improved attainment.	below 90%	HSLW involvement Parent interviews  Reward incentives for improved attendance.	Office Manager	
Advance equality of opportunity	EAL	To improve the attainment of EAL pupils.	Improved attainment by this group.	EAL pupils	Collate and analyse data relating to attainment by target group.  Provide additional support / small group work.	EAL HLTA and 2 EAL Assistants	Ongoing
Advance equality of opportunity	Other	To promote good relationships with all parents	Ensure that all parents regardless of their individual circumstances are supported to access information about their child's progress	Parents / Carers	Ensure estranged fathers / mothers are provided with school information and reports.  Taped	Headteacher  Office Manager  HSLW	Ongoing    As required

			at school.		prospectus for non readers.		
Advance equality of opportunity	Sex / Disability / Race	To promote good relationships with all parents	Encourage participation of parents on Governing Body from diverse society.	Parents	Awareness raising in school community of governor vacancies / newsletter	Chair of Governors Headteacher	As required.