

North Denes Primary School Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not as defined by Equality Act 2010

Equality strand (protected characteristics) : Disability, Gender, Ethnicity, Religion/Belief, Sexual orientation, Gender reassignment

Date: SEPT 2016

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by: (date)
To diminish the differences in attainment and progress between all groups of learners.	Significant groups have been identified. FSM, girls maths, SEN & GT. Catch -up groups and keep up through daily intervention	Identified children make good progress.	DW JF SNP	PP provision KS1 upper and lower school leads Achievement of groups SLT	On going
To target pupils who are stuck and slowing moving for specific intervention	We have one full time HLTA and a teacher 0.4 that provide interventions for English and for maths.	Improvement in retention and application of skills learnt. Increased levels of attainment for pupils in attendance.	CH VP JF SNP	PP policy Inclusion Policy	Yearly cycle Ongoing

<p>Ensure that all children access the full range of opportunities offered across the school.</p>	<p>All children have choices about other activities they can take part in eg; after school clubs. Some groups may encounter difficulties in accessing clubs or opportunities so we want to ensure equality of access.</p>	<p>Children and parents have clear accessible information and support to access all opportunities on offer.</p>	<p>DH SENCO Well-Being team PE staff</p>	<p>Communication across teams. Monitor the way in which groups are formed and how decisions are made about clubs. Analysis of children accessing groups and any barriers apparent. Consultation with children about activities.</p>	<p>Yearly cycle Ongoing</p>
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Equality Objectives: 2. Foster Good Relations Between People who share a protected characteristic and those who do not as defined by Equality Act 2010

Date: June 2016

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by
To ensure that we raise awareness of protected characteristics with our pupils and directly educate them about Equality strands that feature heavily in their environment.	We were almost entirely white British until recently. Pupils did not come into contact with other ethnicities, beliefs and languages - understanding, tolerance and respect of others to be included in PSHE, assemblies and whole school life. We will also raise issues in assemblies of equality themes as they occur.	Children are well informed about equality and can demonstrate this. Children should be able to talk about equality strands and talk well about those that are clearly present in their environment.	DW JF SLT	ASD Inclusion	SLT

Increased parental involvement in children's learning by further curriculum initiatives.	Parents have been involved in attending workshops Parent support with homework club setting up Sept 2016	Parents have greater knowledge of the curriculum and the ways that we teach and children learn at North Denes	EH EB	T&L Curr	SLT
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Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by Equality Act 2010

Date: Sept 2016

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
Further work on e-safety and cyber-bullying with staff, parents and children.	E-safety policy in place and agreements for use signed by pupils and parents. School has an E-Safety week in addition to on-going work every term.	E-safety work embedded in PHSE policy and whole school training around the relevant issues and how to deal with incidents. More work with parents about their role and responsibilities.	ICT Co-ord. SLT	ICT dev plan	Deputy Head ICT Lead. ICT Co-ordinator to ensure all aspects of policy are in place. PSHE Co-ordinator to ensure all elements are incorporated into policy and PSHE curriculum.