

# Grange Primary School



## Public Sector Equality Duty Objectives at Grange Primary School

(agreed by governors in June 2016)

**Grange Primary School Equality Objectives (2016/18):**

**Equality Objectives: 1. Advance Equality of Opportunity between people who share a protected characteristic and people who do not.**

			Equality Strand (protected characteristic)								
Objective	Current situation	Success criteria	Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender Reassignment	Lead Person:	Links school policy or school development/ improvement plan
			<b>To raise attainment in English</b>	The school has identified the low achieving groups as: <ul style="list-style-type: none"> <li>White British/boys</li> <li>Pupil Premium</li> </ul>	<ul style="list-style-type: none"> <li>The progress of groups rigorously tracked.</li> <li>Monitoring tracks the provision and progress of groups.</li> <li>The gap (between the lowest and highest achieving groups) decreased by July 2016 and again by July 2017.</li> </ul>	x	x	x			
<b>To raise attainment in Mathematics</b>	The school has identified the low achieving groups as: <ul style="list-style-type: none"> <li>White British/boys</li> <li>Pupil Premium</li> </ul>	<ul style="list-style-type: none"> <li>The progress of groups rigorously tracked.</li> <li>Monitoring tracks the provision and progress of groups.</li> <li>The gap (between the lowest and highest achieving groups) decreased by July 2016 and again by July 2017.</li> </ul>	x	x	x					Deputy headteacher Inclusion Manager Subject co-ordinator - mathematics	SDP: Focused priority 1 Focused priority 2 Focused priority 3
<b>To track the progress of pupils with a protected characteristic (Boys)</b>	SLT tracks attainment of boys to ensure they make at least expected progress	<ul style="list-style-type: none"> <li>Progress of boys rigorously tracked.</li> <li>Monitoring tracks the provision and progress of groups</li> <li>Teachers able to discuss how to support boys' achievement.</li> </ul>	X	X	X					Headteacher Deputy headteacher Inclusion Manager Subject co-ordinator - mathematics	SDP: Focused priority 1 Focused priority 2 Focused priority 3

**Grange Primary School Equality Objectives (2016/18):**

**Equality Objectives: 2. Foster good relations between people who share a protected characteristic and people who do not.**

			Equality Strand (protected characteristic)								
Objective	Current situation	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/ improvement plan
<b>To promote and celebrate home languages throughout the school</b>	The school celebrates home languages throughout the school, but we want to improve this provision.	Home languages celebrated through: <ul style="list-style-type: none"> <li>• Bi-lingual books representing the languages spoken throughout the school.</li> <li>• Bi-lingual displays.</li> <li>• Assemblies</li> <li>• Parents read/telling stories</li> <li>• Language of the term</li> </ul>	x	x	x					Headteacher Deputy headteacher Inclusion Manager Subject co-ordinator - literacy	SDP: Background focus 1
<b>To consult with parents about the provision and learning for their children, developing pupil voice.</b>	The school involves and consults parents regularly through continued work with the Inclusion team.  The school involves parents in their children's learning through workshops eg RML, MMS and IPC entry and exit points, Bug club, special event days, EYFS stay and play sessions. This work is offered to parent on a regular basis.	<ul style="list-style-type: none"> <li>• Regular parents group</li> <li>• Monthly SEND parents group</li> <li>• Parent governors</li> <li>• Mid term admission coffee mornings</li> <li>• Regular consultation with parents regarding policies</li> <li>• Parent volunteers</li> <li>• Parents evening</li> <li>• Meetings for parents of SEN pupils.</li> <li>• Parent workshops with completed feedback cards.</li> <li>• Parent questionnaires – analysed by SLT.</li> </ul>	x	x	x	x				Headteacher Deputy headteacher Inclusion Manager Family Support Worker Learning Mentor	SDP: Background focus 2

**Grange Primary School Equality Objectives (2016/18):**

**Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation as defined by the Equality Act 2010**

			Equality Strand (protected characteristic)								
Objective	Current situation	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment	Lead Person:	Links school policy or school development/ improvement plan
<b>To ensure the system for monitoring behaviour incidents is consistent and analysed regularly.</b>	The school ensures that our responses to bullying and racist incidents are swift, we now need to ensure that they are clearly and consistently recorded throughout the school	<ul style="list-style-type: none"> <li>Possible trends (individuals or groups) are identified and responded to.</li> <li>All staff and governors able to talk about behaviour incidents in the school.</li> <li>Regular monitoring of information.</li> <li>Anti-bullying and behaviour policy reviewed annually</li> </ul>	x	x	x	x	x	x	x	Headteacher Learning Mentor ECM team	SDP: Background Priority 1
<b>To promote British values throughout the school.</b>	All SLT, teachers and governors have received training around developing the ethos of British values across the school. This now needs embedding to ensure respect and tolerance for all members of the school community.	British Values promoted through: <ul style="list-style-type: none"> <li>Assemblies</li> <li>Displays</li> <li>Theatre groups</li> <li>Jigsaw (PHSE) resources</li> <li>Workshops for children/parents eg E-safety</li> <li>P4C</li> <li>Ethos of school</li> </ul>	x	x	x	x	x	x	x	Headteacher Learning Mentor ECM team PHSE co-ordinator	SDP: Background Priority 1 Background Priority 2