



*Growing the seeds
for lifelong learning*



[16.10.2020]

Public Sector Equality Duty Objectives at Grange Primary School

GRANGE PRIMARY SCHOOL

Grange Primary School Equality Objectives:

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

	Equality Strand (protected characteristic)	
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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
To raise attainment in English	<p>The school has identified the low achieving groups as:</p> <ul style="list-style-type: none"> • Developing quality first teaching and learning so that all pupils are suitably challenged. • All pupils make good/accelerating progress from their starting points • Pupils attaining greater depth in Reading and Writing in line with the national average 	<ul style="list-style-type: none"> • The progress of groups Rigorously tracked. • Monitoring tracks the provision and progress Of groups. • The gap (between the lowest and highest achieving groups) decreased by July 2016 and again by July 2017. 	✓	✓	✓					Deputy head teacher SENCO English Lead	SDP: Focused priority 1 Focused priority 2 Focused priority 3
To raise attainment in Mathematics	<p>The school has identified the low</p> <ul style="list-style-type: none"> • Developing quality first teaching and learning so that all pupils are suitably challenged. • All pupils make good/accelerating progress from their starting points • Pupils attaining greater depth in Maths in line with the national average 	<ul style="list-style-type: none"> • The progress of groups Rigorously tracked. • Monitoring tracks the provision and progress Of groups. • The gap (between the lowest and highest achieving groups) decreased by July 2016 and again by July 2017. 	✓	✓	✓					Deputy head teacher SENCO Maths Lead	SDP: Focused priority 1 Focused priority 2 Focused priority 3

<p>To develop the progress of pupils with a protected characteristic</p>	<p>SLT tracks attainment of pupils to ensure they make at least expected progress.</p>	<ul style="list-style-type: none"> To track the progress of EAL, SEN and Pupil Premium Pupils. To ensure they make good or better progress from their starting points. 	<p>✓</p>	<p>✓</p>	<p>✓</p>						<p>Head teacher</p> <p>Deputy head teacher</p> <p>SENCO</p> <p>Maths Lead</p>	<p>SDP:</p> <p>Focused priority 1</p> <p>Focused priority 2</p> <p>Focused priority 3</p>
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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
To promote and celebrate home languages throughout the school	The school celebrates home Languages throughout the school, through language of the month.	Home languages celebrated through : <ul style="list-style-type: none"> • Bi-lingual books representing the languages spoken Throughout the school. • Bi-lingual displays. • Assemblies • Parents read/telling stories • Language of the term 	✓	✓	✓					Head teacher Deputy head teacher SENCO English Lead	SDP: Background focus 1
To consult with parents about the provision and learning for their children, developing Pupil voice.	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 e.g. RML, MMS and IPC entry and exit points, Bug club,	<ul style="list-style-type: none"> • Regular parents group • Monthly SEND parents group • Parent governors • Mid-term admission coffee mornings • Regular consultation with parents 	✓	✓	✓	✓				Head teacher Deputy head teacher SENCO	SDP: Background focus 2

special event days, EYFS stay and Play sessions. This work is offered To parent on a regular basis.

regarding policies

- Parent volunteers
 - Parents evening
 - Meetings for parents Of SEN pupils.
- Parent workshops
- with completed feedback Cards.
 - Parent questionnaires

– analysed by SLT.

**Grange Primary School Equality Objectives :
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
<p>To ensure the system for monitoring behaviour incidents is consistent and Analysed regularly.</p>	<p>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</p>	<ul style="list-style-type: none"> Possible trends (individuals or groups) are identified and Responded to. All staff and governors able to talk about behaviour incidents in the School. <ul style="list-style-type: none"> Regular monitoring of Information. Anti-bullying and behaviour policy reviewed annually 	✓	✓	✓	✓	✓	✓	✓	<p>Head teacher</p> <p>SENCO</p>	<p>SDP: Background Priority 1</p>
<p>To promote British values throughout The school.</p>	<p>All SLT, teachers and governors have received training around developing the Ethos of British values across the school. This now needs embedding to ensure</p>	<p>British Values promoted through :</p> <ul style="list-style-type: none"> Assemblies Displays 	✓	✓	✓	✓	✓	✓	✓	<p>Head teacher</p>	<p>SDP: Background Priority 1 Background Priority 2</p>

respect and tolerance for all members of The school community.

- Theatre groups
- Jigsaw resources
- Workshops for children/parents e.g. E-safety
- P4C
- Ethos of school

PHSE Lead