



PUBLIC SECTOR EQUALITY DUTY OBJECTIVES

ABSTRACT

At Grange Primary School, we are committed to providing a fully accessible environment to all staff, pupils and our wider community in compliance with the Equality Act 2010

APPROVED	Chair of Governors / Headteacher
POLICY DATE	Autumn 2019
REVIEW	September 2022

Grange Primary School Equality Objectives:

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

Objective	Current situation	Success criteria	Equality strand (protected characteristic)							Lead Person	Links: school policy or school development plan
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy maternity	Sexual orientation	Gender reassignment		
To raise attainment in English	The school has identified the low achieving groups as: -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, writing in line with the national average.	-The progress of groups rigorously tracked. -Monitoring tracks the provision and progress of groups. -The gap (between the lowest and highest groups) decreased in July 2016 and again in July 2017	✓	✓	✓					Deputy head teacher SENCo English Lead	SDP: Focused priority 1 Focused priority 2 Focused priority 3
To raise attainment in Mathematics	The school has identified the low achieving groups as: -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.	-The progress of groups rigorously tracked. -Monitoring tracks the provision and progress of groups. -The gap (between the lowest and highest groups) decreased in July 2016 and again	✓	✓	✓					Deputy head teacher SENCo Maths Lead	SDP: Focused priority 1 Focused priority 2 Focused priority 3

To develop the progress of pupils with a protected characteristic	SLT tracks attainment of pupils to ensure they make a least expected progress	-To track the progress of EAL, SEN and Pupil Premium Pupils. To ensure they make good or better progress from their starting points.	✓	✓	✓						Head teacher Deputy head teacher SENCo Maths Lead	SDP: Focused priority 1 Focused priority 2 Focused priority 3

Grange Primary School Equality Objectives:											
Equality objectives: 2 Foster good relations between people who share a protected characteristic and people who do not.											
Objective	Current situation	Success criteria	Equality strand (protected characteristic)							Lead Person	Links: school policy or school development plan
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy maternity	Sexual orientation	Gender reassignment		
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: -Bi-lingual books representing the languages spoken throughout the school -Bi-lingual displays -Assemblies -Parents read/telling stories -Language of the Month/term	✓	✓	✓					Head teacher Deputy head teacher SENCo English Lead	SDP: Background focus 1

<p>To consult with parents about the provision and learning for their children, developing Pupil Voice</p>	<p>The school involves and consults parents regularly through continued work with the Inclusion Team/SENCo The school involves parents in their learning through workshops e.g. Read, Write Inc. and MMS. Entry and exist points, Bug Club, special events, EYFS Stay and Play sessions. This work is offered to parents on a regular basis.</p>	<p>-Regular parents groups -Monthly/termly SEND parents group -Parent governors -Mid-term admission coffee mornings -Regular consultations with parents regarding policies -Parent volunteers -Parent evening -Meetings with parents of SEN pupils. -Parent workshops with completed feedback cards -Parent questionnaires</p>	✓	✓	✓								<p>Head teacher Deputy head teacher SENCo</p>	<p>SDP: Background focus 2</p>
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Grange Primary School Equality Objectives:													
Equality objectives: 3 Eliminate unlawful discrimination, harassment and victimisation as defined by the Equality Act 2010													
Objective	Current situation	Success criteria	Equality strand (protected characteristic)							Lead Person	Links: school policy or school development plan		
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy maternity	Sexual orientation	Gender reassignment				
<p>To ensure the systems for monitoring behaviour incidents is consistent and analysed regular</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>	<p>Possible trends (individuals or groups) are identified and responded to -All staff and governors are able to talk about behaviour incidents in the school</p>	✓	✓	✓							<p>Head teacher SENCo</p>	<p>SDP: Background focus 1</p>

		<ul style="list-style-type: none"> -Regular monitoring of information -Anti-bullying and behaviour policy reviewed annually 									
To promote British values throughout the school	<p>All SLT, teachers and governors have received training around the ethos of British values across the school. This now needs embedding to ensure respect and tolerance for all members of the school community.</p>	<p>British values promoted through</p> <ul style="list-style-type: none"> -Assemblies -Displays -Theatre groups -Parent volunteers -Parent evening -Jigsaw resources (PSHE). -Workshops for children/parents e.g. E-safety -P4C -Ethos of school 	✓	✓	✓	✓	✓	✓	Head teacher	SDP: Background focus 1, Background focus 2	

