

# Selwyn Equality Objectives and Action Plan: 2014 - 2018



**Leading  
Learning Trust**

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**Selwyn**  
PRIMARY SCHOOL

PARTNERSHIP FOR SUCCESS



**Selwyn Primary School Equality Objectives: 1. Advance equality of opportunity between people**

**Date:** Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria								Lead Person:	Links school policy or school development/ improvement plan	Actioned by:
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To close the attainment gap between all groups of learners.	Significant groups have been identified (FSM, ethnicity, SEN and ability) and are closely tracked and provision is mapped according to need.	Identified children make good progress (at least 4APS in the academic year).	X	X	X	X				SLT	SDP – Interventions (13-14) SDP – Achievement (14-15) SDP – Achievement (15-16)	Ongoing

## Selwyn Primary School Equality Objectives: 1. Advance equality of opportunity between people (continued...)

Date: Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria								Lead Person:	Links school policy or school development/ improvement plan	Actioned by:
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To provide audio verbal training for all early years staff	AV staff run isolated sessions with parents and targeted children. This needs to filter into daily teaching routine.	All deaf pupils to make good progress in their oral development as measured through speaking and listening assessment.	X	X	X	X				AD	SDP – Communication (13-14) SDP – Achievement (14-15) SDP – Achievement (15-16)	Ongoing
To raise aspirations of our pupils and community.	The school holds regular role model events and now needs to extend experiences from a wider cross section of the local and wider community.	Children are knowledgeable and positively feedback about role models they have experienced.	X	X	X	X	X	X	X	AM	SDP – Behaviour for Learning (13-14) SDP – Responsibility (14-15)	Ongoing

## Selwyn Primary School Equality Objectives: 1. Advance equality of opportunity between people (continued...)

Date: Spring 2014-Spring 2018

			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	Actioned by:
To implement the zero tolerance of extended leave during school time.	Term time leave is having a detrimental effect on pupil progress.	96.2% for all pupils.  100% punctuality for all pupils.	X	X	X	X	X			CS	Attendance targets (13-14/14-15)  SDP responsibly: (14-15)	Ongoing
To ensure there is a gender balance of opportunity and engagement during all school sports.	Boys can dominate their preferred sport at play and lunchtimes.	Pupil feedback shows that girls have equal access to the sports of their choice during the school day.	X	X	X	X				CSI	Sports action plan (13-14)  Public Sector Equality Duty	Ongoing
To target pupils with SEND for specialist sports intervention.	The school previously had limited access to this resource but has recently recruited a specialist sports coach.	High levels of pupil engagement. Pupils make good progress in their fine and gross motor skills and their social development.	X	X	X	X				CSI	SDP – Interventions (13-14)  Public Sector Equality Duty	Ongoing

## Equality Objectives: 2. Foster good relations between people

Date: Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Transgender			
To promote the love of reading within the school community.	The school has a new library and is experimenting with different ways to engage pupils and parents to use it regularly.	The school library is a popular reading resource.  All children make good progress in reading and show a love of books.	X	X	X	X	X			HM	English action plan (13-14/14-15)	Ongoing
To enable pupils to regularly feedback about their school to the Leadership Team.	Pupil conferences take place across the school year. This will be increased to fortnightly dedicated time.	Behaviour and Safety is outstanding.	X	X	X	X	X	X	X	LT	SDP – Responsibility (14-15)	Ongoing

## Equality Objectives: 2. Foster good relations between people (continued...)

**Date:** Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Transgender	Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)
To promote the importance of strong family relationships, working together and its impact on learning behaviours.	The school holds regular family week events and now needs to engage harder to reach families.	Family events are well attended and are representative of the wider school community.	X	x	X	X	X	X	X	AM	Community Plan (13-14)  SDP – Responsibility (14-15)	Ongoing

### Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation

**Date:** Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria								Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
			Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Transgender			
To ensure all stakeholders are knowledgeable about the procedures that ensure all children are safely accessing all ICT and multimedia equipment.	Regular e-safety events. We need to raise the attendance at these meetings.	All stakeholders are well informed.  Incidents of unsafe use of ICT and multimedia equipment are rare.	X	X	X	X	X	X	X	NS	ICT action plan and policy (13-14/14-15) ; SDP – Responsibility (14-15); SDP – Computing (15-16)	Ongoing
To monitor the protected characteristics.	Incidents of discrimination, harassment and victimisation are monitored regularly.	Incidents of discrimination, harassment continue to be monitored and appropriate action to be taken.  Behaviour and Safety is outstanding.	X	X	X	X	X	X	X	EN	Behaviour and anti-bullying policy (13-14)  Public Sector Equality Duty	Ongoing

### Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation (continued...)

**Date:** Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Transgender	Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)
To raise the awareness of discriminatory language and its impact on emotional wellbeing.	Incidents of discriminatory language are rare however it is important that it has a zero tolerance status so that it is completely eliminated.	Behaviour and safety is outstanding.  Children understand the impact of derogatory language and do not use it.	X	X	X	X	X	X	X	EN	Behaviour and anti-bullying policy (13-14/14-15)  Public Sector Equality Duty	Ongoing
To raise the awareness of different family types.	The school has a duty to raise the awareness of different family types.	Different family types are acknowledged when appropriate.  Zero tolerance of discrimination, harassment and victimisation.	X	X	X	X	X	X	X	EN	Behaviour Policy (13-14/14-15)  Public Sector Equality Duty	Ongoing



**Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation (continued...)**

**Date:** Spring 2014-Spring 2018

			Equality Strand (protected characteristic)									
Objective	Current situation	Success criteria	Disability	Gender	Race/Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Transgender	Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)
To challenge homophobia and transphobia.	Incidents of discriminatory language are rare however it is important that it has a zero tolerance status so that it is completely eliminated.	Behaviour and safety is outstanding.  Children understand the impact of derogatory language and do not use it.	X	X	X	X	X	X	X	EN	Behaviour Policy (13-14/14-15)  Public Sector Equality Duty	Ongoing