

Selwyn Equalities Objectives and Action Plan For the period 2020 – 2024

Date reviewed:	October 2020
Reviewed by:	Leadership team
Next review planned for:	October 2024
Policy ratified by CEO (as per the Scheme of Delegation and as amended by CST guidance):	December 2020



**Leading
Learning Trust**



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

Date: Autumn 2020-Spring 2024

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Actioned by:
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To identify underachieving groups or individuals and intervene.	Groups are identified and are closely tracked and provision is mapped according to need.	<p>Pupils meet individual end of year targets.</p> <p>Identified children make at least good if not outstanding progress in a year (6 steps)</p> <p>Pupil achievement for equality groups above national average and where there are gaps these are narrowed through effective monitoring and intervention.</p>	X	X	X	X				LT	SDP	Half termly
To ensure that all pupils have the opportunity to access extra-curricular provision	There are a variety of opportunities for pupils to access wider curriculum.	Opportunities for pupils are analysed. Feedback from pupils and parents is positive.	X	X	X	X	X	X	X	MB	SDP Sports Development Plan	Termly
To support pupils and families in having an active voice in their school.	Pupils have opportunities to contribute.	Pupil voice supports positive aspirations and self-reflection. Pupils will be listened to and views	X	X	X	X	X	X	X	LT, JL, SL	SDP	Half termly

		monitored to evaluate the effectiveness of our practices.										
To continue the zero tolerance of extended leave during school time.	Attendance is at national expectation but key families need to be supported in achieving this.	96% for all pupils. 100% punctuality for all pupils.	X	X	X	X	X			LT, AS	Attendance targets SDP	Every Three weeks.
To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act	Digitalising homework to support online learning.	The number of children accessing support with their homework from family members will increase by 10% over a 12 month period following all workshops and intervention. Progress and attainment data for children accessing homework clubs will be better than expected.	X	X	X	X	X	X	X	LT	SDP	Half Termly

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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				MB	Sports action plan Public Sector Equality Duty	Daily
Ensuring participation of parents/carers and pupils in school development	Families have opportunities to participate in school events. Feedback opportunities are available.	Families are clear about school priorities. There are a variety of opportunities for families to give feedback. School takes into consideration feedback and implements where appropriate.			x	x				HM, JL, SL	SDP	Termly

Selwyn Primary School Equality Objectives: 2. Foster good relations between people.

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			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To enable pupils to regularly feedback about their school.	Pupil conferences take place across the school year. This will be increased to fortnightly dedicated time.	Pupil voice takes an active part in school life.	X	X	X	X	X	X	X	JL	SDP	Half Termly
To promote opportunities for families and the community to be involved in supporting their children and themselves.	The school has a family hub that provides opportunities for family and community engagement.	<p>The wider school community is represented through regular attendance at workshops to support learning and community cohesion.</p> <p>Events are well attended.</p> <p>Families are able to access Workshops and advice, in addition, they have opportunities for volunteering and work experience.</p>	X	x	X	X	X	X	X	HM	SDP	Half Termly

<p>To reduce prejudice and increase understanding of equality through direct teaching across the curriculum, especially in RSHE.</p>	<p>New stator RSHE curriculum September 2020.</p>	<p>Regular collective worship sessions to discuss issues of equality and prejudice.</p> <p>RSHE curriculum Embedded throughout school. Evidence of direct teaching in books and classrooms.</p> <p>All books and classrooms will show evidence of equality issues being taught across school.</p> <p>All year groups will follow the school RSHE curriculum with evidence of RSHE objectives being taught regularly.</p>	<p>X</p>	<p>x</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>HM, EP, MB, SP</p>	<p>SDP</p>	<p>Half Termly</p>
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Selwyn Primary School Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation

Date: Autumn 2020-Spring 2024

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Actioned by:
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender reassignment			
To ensure all stakeholders are knowledgeable about the procedures that ensure all children are safely accessing all IT and multimedia equipment.	Regular e-safety events take place for staff, pupils and parents. Specific incidences are recorded and addressed on a one to one basis. Safety audits of equipment take place regularly to ensure they adhere to H and S limits.	All stakeholders are well informed. Incidents of unsafe use of IT and multimedia equipment are rare.	X	X	X	X	X	X	X	AP Computing Lead LP	IT Director Action Plan IT Subject Action Plan SDP	Half Termly
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	MB, JL	Own section on SDP Behaviour and anti-bullying policy Public Sector Equality Duty	Daily
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. Incidents are recorded, analysed and strategically addressed.	Behaviour and safety are outstanding. Children understand the impact of derogatory language and do not use it. Reporting, responding to and monitoring of all incidents is addressed	X	X	X	X	X	X	X	MB, JL, SP	Behaviour and anti-bullying policy Public Sector Equality Duty	Daily

		and analysed for improvements.											
To regularly monitor the curriculum to ensure that it meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.	Curriculum is varied with a wealth of opportunities.	Leads have a clear and coherent understanding of their area and are know that the curriculum is suitable for all learners regardless of their needs. All pupils are prepared well for the next stage of education. They are confident and develop the necessary skills and attitudes to equip them for later life.	X	X	X	X	X	X	X	LT	SDP	Daily	
Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success	Teachers have a clear understanding of expectations and standards. They are supported with regular feedback to ensure they know how best to improve. Monitoring supports teachers in identifying	All groups of pupils are achieving well. Disadvantaged pupils are making fast progress because of the extra help to ensure that they do not fall behind. Leaders hold teachers to held to account, stringently, for the progress of pupils in their classes.	X	X	X	X	X	X	X	LT	SDP	Daily	

