

Equality Objectives 2017-2021

The Equality Act 2010 requires schools to publish specific and measurable equality objectives as based on our analysis of data and other evidence. Our equality objectives focus on those areas we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

	Aim	Action to be taken	Personnel	Timescale	Resources	Impact
1	Provide training for all staff and governors on equality and diversity.	Specific inset to staff on duty. Governor briefings.	HT, DHT and SMSC lead. Governors	Duty training Spring 2018. Refreshers annually.	Training sessions – staff meetings and governor meetings.	All staff and governors aware of legislation and responsibilities.
2	Promote understanding and respect for differences through direct teaching in lessons and in assemblies.	Identify opportunities in PSHE curriculum. Use Bury Agreed syllabus for RE. Identify issues for assembly focus. Use national and world events e.g. sporting, historical etc.	SMSC lead and class teachers.	Termly assembly planner. On-going events – one planned each term.	Artefacts for religion boxes. Text books and library books for festivals. Range of books to illustrate diversity/equality issues.	Pupils can explain respect for diversity in interviews.
3	Improve understanding of LGBT awareness by working towards the Rainbow flag Award.	Apply to take part in award. Training for all staff. Planned learning activities in curriculum and assemblies using proud trust materials and selected story books.	SMSC lead. PSA. All staff, governors.	Training – Aut 2017. Parent sessions – Spr 2018. Achieve award – Aut 2018	Proud Trust resources. Training sessions for all staff. Picture books.	School achieves the Rainbow Flag Award.
4	Tackle prejudice and promote understanding in relation to people with disabilities.	Planned events around Paralympics and other sporting events. Promote understanding	PE leaders All staff	Aut 2018-Sum 2019.	Photographs, clips, non-fiction books. Costs of visitors to inspire pupils.	Pupils can explain respect for disability in interviews.

		through displays and resources. Invite assembly visitors eg Paralympian.	Aut 2018			
5	Narrow the gap in attendance between pupil premium pupils and all pupils.	Reward classes and individuals for good attendance. Monthly monitoring from attendance officer. Follow up meetings with parents.	HT Admin Attendance Officer Governors	Annual SLA. Visit for ½ da monthly.	SLA with LA attendance team for monthly visits. Attendance prizes and certificates.	The gap between attendance of pp pupils and other pupils is closed.
6	Narrow the attainment gap between pupil premium pupils and all pupils where it exists in reading, writing and maths for barriers other than SEN/D.	Analyse pupil attainment on an individual basis each term. Hold pupil progress meetings each term and agree any interventions for individual pupils. Identify whole school and targeted approaches via the Pupil Premium Strategy	HT DHT Governors Class teachers SENCOs	Pupil progress meetings – termly. Data analysis conducted termly.	Time for meetings. Funding for interventions.	Pupils eligible for pupil premium achieve at same rate as all pupils nationally unless they have SEN/D.