Equality Objectives: Specific, measurable, achievable, relevant, time limited (SMART)

Lead member of staff: Julie Thorp　　　　　　　　　**Link governor/GB Committee: Keith Campbell / SIC Committee**
Links to SDP: Community Cohesion/Curriculum

Aspect of the Equality Duty: remove harassment, advance equality of opportunity, foster good relations						
Protected characteristic: Disability, race, religion, sex						
Action	**Lead person**	**Timescale**	**Resources**	**Success criteria/outcomes**	**Monitoring activity and evidence of impact**	**Evaluation**
1. To introduce logs for behaviour causing concerns and use these logs to identify patterns of behaviour that lead to harassment.	Julie Thorp All staff	May '12	Behaviour logs	Class logs to be created. Logs to be introduced to all staff. All staff clear about purpose of incident logs and how to use to reduce incidents. Clear understanding of harassment and bullying.	HT to monitor behaviour logs. Are patterns of behaviour being addressed through SEAL, assemblies, individual action?	Parent questionnaires (2013 & 2014) Pupil questionnaires (2013 & 2014) Improvement in children's perceptions of behaviour in pupil questionnaire. Reduced number of incidents logged (April 2012- July '13)
2. To develop awareness of different types of bullying and child-speak anti-bullying leaflets. Annual safer-internet day. To share information with families.	Julie Thorp All staff	May '12	Anti-bullying display area in school Anti-bullying leaflets	Key stages working together to create anti-bullying leaflets. Display of resources and anti-bullying. Year 4 anti-bullying ambassador Newsletter and website to provide materials.	. Headteacher to review impact at the end of each academic year.	Parent questionnaires (2013 & 2014) Pupil questionnaires (2013 & 2014)
3. To narrow the gap in attainment of vulnerable groups and other children in the school.	Julie Thorp Michelle Carter	July '12	School Pupil Tracker Termly tracking sheet	Attainment of all groups clearly identified. Gap in attainment between vulnerable groups and majority groups is narrowing.	SENCO and HT to monitor attainment Strategies/interventions/ individual support in place to narrow the gap	Monitoring impact of strategies SEN tracking sheet Data analysis
4. Use themed weeks to develop cultural understanding of other areas of UK and the world and to encourage citizenship	Michelle Carter Tracey Piddock	October '12	Creative Curriculum planning Themed week planning	Children can relate their position in the world in an age appropriate, non-stereotypical way with other cultures present in UK and abroad.	Subject review Creative Curriculum planning	Curriculum Governor Committee

5. To ensure that families have access to information and support regardless of ethnicity or religion.	Julie Thorp Michelle Carter	When necessary	EMTAS support resources	Polish families offered support with translation of information verbally and in writing. EMTAS and Thomas Hardye EAL support to be utilised in ensuring children and families have access to school and the curriculum. Signs and documentation to be translated into Polish where appropriate.	Julie Thorp and Michelle Carter to liaise with EMTAS and Polish families to ensure the level of support needed and requested is provided, or at least sign posted.	End of year meetings with families of children with EAL (currently only Polish)

Priority areas for school equality objectives

Children and Young People	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation		Reduce bullying / name calling Promote understanding & positive attitudes through anti bullying focus			Reduce bullying / name calling Promote understanding & positive attitudes through anti bullying focus	-Reduce bullying / name calling Promote understanding & positive attitudes through anti bullying focus	Reduce bullying / name calling Promote understanding & positive attitudes through anti bullying focus	Reduce bullying / name calling Promote understanding & positive attitudes through anti bullying focus
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation	Provide a broad and balanced curriculum. Track and analyse data relating to all children, including groups with the same characteristics	Provide a broad and balanced curriculum. Track and analyse data relating to all children, including groups with the same characteristics			- Raise attainment of ethnic minorities		- Raise attainment of underachieving boys and girls	
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups		- Promote understanding & positive attitudes through curriculum + other developments eg SEAL, Rights Respecting Schools			- Promote understanding & positive attitudes through curriculum + other development, including themed weeks on global awareness	- Promote understanding & positive attitudes through RE curriculum + New Agreed Syllabus		

Parents and carers	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation		Promote understanding & positive attitudes through anti bullying focus			Promote understanding & positive attitudes through anti bullying focus	Promote understanding & positive attitudes through anti bullying focus	Promote understanding & positive attitudes through anti bullying focus	Promote understanding & positive attitudes through anti bullying focus
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation					- Improve communication with parents who don't speak English - Increase participation (eg parents' meetings, events)			-
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups					- Promote understanding & positive attitudes (eg through parental involvement in diversity events such as themed weeks)			

Staff and governors	Age	Disability	Gender Reassignment	Pregnancy & Maternity	Race (including ethnicity, colour, nationality)	Religion or Belief	Sex (Gender)	Sexual Orientation
1. Eliminate unlawful discrimination, harassment & victimisation								
2. Advance equality of opportunity 2.1 Remove/Minimise disadvantage 2.2 Meet needs that are different 2.3 Encourage participation					- Improve accessibility - Increase representation			
3. Foster good relations 3.1 Tackle prejudice 3.2 Promote understanding between different groups					Increase representation	Increase representation		