



**Eastbury Primary School Equalities Objectives and Action Plan (April 2016)**



Review date: Autumn 2017

Eastbury Primary School Equality Objectives: 1. Advance Equality of opportunities between people who share a protected characteristic and those who do not.												
Date: April 2016												
Objective	Current situation	Success criteria	Equality strand (protected)							Lead Person:	Links school policy or school development/ improvement plan	Actioned by: (date)
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/	Gender Reassignment	Sexual orientation			
To improve the achievement of special needs and vulnerable groups.	Pupil progress meeting include a member of the inclusion team and point of focus is the discussions of SEN and vulnerable groups.	Increase knowledge of teachers and pupils through CPD monitoring of pupil progress meeting outcomes and improved tracking of interventions groups.	x	x	x	x	N/A	N/A	N/A	Inclusion team and SLT	SEN offer and SEN Policy	
To equip parents with basic skills and engage them in the life of school.	Literacy and maths workshops are offered at least once a year, our Parent Liaison Officer facilitates parent training and coffee mornings take place each term. Weekly homework club offers the opportunity for parents to receive support for homework alongside their child. School Councillor works with identified families to support with basic parenting skills at home. PLO signposts parent to basic maths and literacy training at local college.	Increase parent participation in workshops and training follow up questionnaires, phone calls, forthcoming training and workshops modified accordingly.	x	x	x	x	N/A	N/A	N/A	PLO and Inclusion Team	SIP- Develop early interventions to support children and their families.	
To increase deaf awareness.	The school has an additional resource provision for deaf pupils. A large number of staff attends BSL Level 1 and 2 training. Communicators support deaf pupils in mainstream lessons.	Increase deaf awareness Through CPD opportunities, Disability Awareness Day, whole class teaching of BSL for identified year groups, signing assemblies.	x	x	x	x	N/A	N/A	N/A	Teacher of Deaf/ Inclusion Team	SEND Policy SEN Local Offer	

**Equality Objectives: 2. Foster good relations between those who share a protected characteristic and those who do not.**

**Date: April 2016**

Objective	Current situation	Success criteria	Equality strand (protected)							Lead Person :	Links school policy or school development / improvement plan	Actioned by: (date)
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/	Gender Reassignment	Sexual orientation			
To increase Involvement of key Individuals and organisations within the local and wider area.	Key members of staff have developed links with local feeder and transfer school to support the process of transition.	Closer links with key members of the local community are developed. Teacher of the deaf to implement role-model scheme for deaf pupils.	x	x	x	x	N/A	N/A	N/A	Inclusion team	SEND Policy and School Values	
To develop good relations with the school nursing and health visitor team.	The school nurse is beginning to become actively involved with providing appropriate medical provision for pupils above the ages of five.	Health Visitor and School Nursing Team to play a key role in supporting pupils with medical needs and/or pupil who have had long term leave due to illness to successfully return to school.	x	x	x	x	N/A	N/A	N/A	SENCO	SEND Policy	
To increase the number of staff and pupils that use BSL.	The school has an additional resource provision for deaf pupils. A large number of staff attends BSL Level 1 and 2 training.	Teacher of the deaf to implement signing choir for both deaf and non-deaf pupils, facilitate lunchtime signing sessions for pupils. Eastbury Primary School to develop signing DVDs. Weekly singing and signing assembly.	x	x	x	x	N/A	N/A	N/A	Teacher of Deaf/ Inclusion Team	SEND Policy SEN Local Offer	

**Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation – as defined by Equalities Act 2010. Date: April 2016**

Objective	Current situation	Success criteria	Equality strand (protected)							Lead Person :	Links school policy or school development / improvement plan	Actioned by: (date)
			Disability	Gender	Ethnicity	Religion/Belief	Pregnancy/	Gender Reassignment	Sexual orientation			
To appraise all stakeholders of	Stake holders are familiar with our equality polices and action plans but not with this updated version.	Input to staff meetings and support staff meeting provides the information needed.	x	x	x	x	N/A	N/A	N/A	SLT	Public Sector Equality Duty	
To appraise and familiarise all stakeholders of our Public Sector Equalities Duty.	Few stakeholders are familiar with details of the new act.	The Equalities Duty is presented in the above meetings, subsequently to be published in the schools website.	x	x	x	x	N/A	N/A	N/A	Deputy Head	Public Sector Equality Duty	
To increase pupil knowledge of the anti- bullying policy.	Some pupils are aware of anti-bullying procedures through the delivery of the Jigsaw programme and circle time.	School assemblies and PHSE lessons to incorporate focuses on the anti- bullying policy. PSHE Lead to implement friendship week, and friendship bench in the playground. Inclusion Team to implement Bag of Worries display.	x	x	x	x	N/A	N/A	N/A	PHSE Lead Inclusion Team	Anti-Bullying policy	
To improve tracking of behaviour interventions	Social skills and play ntervention group called 'Thrive' are planned for and pupil assessments are made at the beginning and the end of the intervention. An alternative lunch and behaviour call log is used to record and monitor behaviour issues.	Information is shared so that teachers are able to track behaviour interventions so that information can be acted upon immediately. Intervention tracking sheets to be implemented so that all staff are aware immediately what pupils have been working on in sessions.	x	x	x	x	N/A	N/A	N/A	Inclusion Team and SLT	Behaviour policy/ Develop efficient interventions to support vulnerable pupils.	