St. Bede's Catholic Infant School Equality Objectives 2021-2024 (Updated Summer 2023)

Published objectives are integral to comprehensive School Action Plans, Policies and Procedures which support and promote equality.

Cross reference to relevant SDP Action Plans including Curriculum, PSHCE (RSHE), Assessment, Inclusion, Ethos, Racial Equality, Accessibility Plan, Leadership and

Management, CPD, Staffing, Premises, British Values, Prevent

Annual Community Consultation Summer 2023
Agreed by Staff Summer 2023
Approved by Governors Summer 2023

Review Date: (Annual Review Summer 2024)

Signed Chair of Governors S. Howard

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate	To enhance the	Continue work of Pupil	Miss Scragg	25.09.2023	Children understand the	
discrimination,	children's and	Steering groups to support		06.11.2023	importance of serving the common	
harassment,	parents	and promote the principles		22.01.2024	good and their responsibility	
victimisation and any	understanding of	of Fairtrade and Fairtrade		04.03.2024	towards others.	
other conduct that is	the common good	activities.		22.04.2024	Views of children are taken into	
prohibited by or under	through Fair Trade.			17.06.2024	account and acted upon.	
Equalities Legislation	(Fairtrade Action				Representative members from all	
	Plan)				year groups.	
		Continue to organise a				
		variety of fun events and		Week	Fun workshops and activities	
		workshops to support		Beginning	enthusing commitment of whole	
		understanding of		19.2.24	community.	
		importance of and			Children and parents demonstrate	
		commitment to Fairtrade.			a good understanding of the	
		Continue to work with			importance of Fairtrade.	
		Warrington co-operative				
		continuing to host		Ongoing	Children celebrate cultural	
		Fairtrade stalls.			diversity and value each person as	
					unique.	
		To continue to identify				
		appropriate curriculum				
		links.				
				Ongoing	Fairtrade Status evidencing	
		Continue to evidence			commitment and understanding of	
		Fair Achiever Status			Fairtrade.	

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To eliminate	To ensure zero	Elect and work with the	Miss Scragg	Ongoing	Zero tolerance to any form of	
discrimination,	tolerance to	School Council,	All Staff	25.09.2023	bullying.	
harassment,	bullying. (Policy)	(Also Anti-bullying		06.11.2023	No incidents of bullying across	
victimisation and any	(PSHCE)	Ambassadors), to support		22.01.2024	the school.	
other conduct that is	, ,	them to promote our		04.03.2024	(See Headteacher's Report)	
prohibited by or		Kind Hands, Words and		22.04.2024		
under the Equality Act		Feet message across the		17.06.2024		
2010		whole school.				
				Ongoing	Achieve and maintain	
		Work with HBC to			accreditation demonstrating	
		formulate a locally agreed			and promoting ongoing	
		Anti-bullying			excellent practice.	
		Accreditation				
				Week Beginning	Participation positively	
		Participate in National		13.11.23	promoting mutual respect	
		anti-bullying week		Annually	promoting material respect	
		programme of events and		· · · · · · · · · · · · · · · · · · ·		
		activities				
				Ongoing	SEAL, Daily nurture groups and	
		SEAL topics included in		0808	Peer Massage supporting social	
		home/school diaries,			and emotional development of	
		Peer Massage			confident, independent	
		Daily nurture groups for			children	
		identified children			cinaren	
		lacitimea cimaren				
		Review Anti-bullying		Autumn 2023	Effective Policy and Procedures	
		Policy and Reporting		See Policy	supporting excellent practice.	
		Procedures in line with		Timetable	supporting executive practice.	
		updated HBC Model		Timetable		
		Policy and Procedures.				
		. Siley and Procedures.	Miss Parle	Ongoing	RRSA confirming children's	
		Continued participation in	171133 1 0116	25.09.2023	awareness of their role as	
		Unicef RRSA activities		06.11.2023	citizens and an understanding	
		including Class Charters		22.01.2024	of their rights and	
		Continue work of Pupil		04.03.2024	responsibilities.	
		Steering groups to		22.04.2024	responsibilities.	
		support and promote the		17.06.2024		
		principles of RRSA and		17.00.2024		
		Unicef activities.				
		onicei activities.				

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)	Continue confident implementation of Provision mapping. Timetable interventions as appropriate to need, refining focus across all ability groups and monitor impact. Focus on content of intervention support including entry and exit criteria.	Mrs Bird Miss Coughlan Miss Scragg Miss Hesling Miss Boardman	Ongoing Pupil Progress 25.10.23 13.12.23 7.2.24 27.3.24 22.5.24 17.7.24 Ongoing	Provision Mapping in place and entry and exit criteria being used effectively. Strategies in place ensuring progress and achievement of potential. SEPPs used where necessary. Recording simplified.	
		Continue to provide the 'Just Imagine' Reading for Pleasure opportunities for all.	Miss Hesling	Ongoing Fundraising e.g. Fundraising	All children enjoying reading experiences engendering a love of life long reading.	
		Provide Phonics and grammar workbooks for all children	Miss Hesling	Ongoing See English Hub Funding	Positive impact on confident approach and application of skills and on attainment of potential	
To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	To maintain existing high standards of inclusive practice and procedures. (Inclusion Action Plan)	All accessibility issues incorporated into Building Projects: Hall Playground Sensory and additional needs Equipment as identified	Premises and Finance Committees LA Archdiocese Cunliffe's Surveyors	Autumn ongoing Termly Governing Body Committee Meetings as timetabled	Accessibility and additional needs met in building design maintaining inclusive environment for all.	

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To foster good relations	To promote	Hold Community Arts/Awe &	Mrs Jackson	7.10.23	Exciting and motivating	
between persons who	community cohesion	Wonder/Equalities Days		6.7.24	activities promoting	
share a relevant	through the arts.	(High focus Mission,		0.7.2	community cohesion,	
protected characteristic	(Arts Action Plan)	Equalities Consultation)			mutual respect and	
and persons who do not	(7 11 25 7 15 21 51 1 1 1 21 1 7				celebration of diversity.	
share it.		Organise Arts/Awe and	Mrs Jackson	23.10.23	Community supportive	
3.1.4.1.5.1.6		Wonder Week			and engaged.	
To advance equality of		Wonder Week			and engaged.	
opportunity between		Develop links with community	Mrs Jackson	Ongoing	Work produced and	
persons who share a		artists through community	TVII S SUCKSOIT	011801118	displayed at Runcorn	
relevant protected		projects e.g. Local Schools Art			Shopping City	
characteristic and		Network				
persons who do not						
share it.		Continue Arts Award Initiative	Mrs Jackson	As identified	Children's appreciation	
		Children work towards an			of and aspirations in the	
		individual award through			arts enhanced through	
		participation in arts activities			achievement of award.	
		at home and in school.				
				Ongoing		
	Continue to embed	PE Lead to	Mrs Bellard	PA	Values understood and	
	Olympic and	Continue to incorporate		22.11.23	practiced supporting	
	Paralympic Values	activities and values into		28.2.24	good relationships and	
	across the curriculum	planning and delivery.		Learning	mutual respect.	
	with high focus on	Monitor impact.		Walk/Pupil	Opportunities provided	
	P.E./Sports	Provide additional resources		Voice	for variety of multi-	
	Promote positive	for any children requiring		Wk Beginning	sports including multi-	
	role models	specialist provision.		17.6.24	cultural and disability	
	(P.E/Sports Action				sports	
	Plan)	Continue work of Pupil Sports		Sports	Values understood and	
	,	Ambassadors and Play		Ambassadors	practiced supporting	
		Leaders to support and		Meetings	good relationships and	
		promote the importance of		25.09.2023	mutual respect.	
		Olympic and Paralympic		06.11.2023	Accessibility and	
		principles impacting upon life-		22.01.2024	additional needs met	
		long skills including		04.03.2024		
		teamwork, confidence,		22.04.2024		
		determination, perseverance		17.06.2024		
		and resilience.				

jectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
continue to	Continue to attend	Governors	Ongoing	Staff and Governors are aware	
se awareness of	relevant training	All Staff		of and fulfil their duties and	
ponsibilities of	Staff/Governors to			responsibilities supporting	
staff and	complete any revisions		As required	community cohesion.	
ernors in	to Prevent and WRAP				
eting the	training and on-line				
uirements of	training as appropriate				
General and					
ecific Duties of	Review Risk Assessment	Governors	Autumn	Fair transparent	
Equality Act		All staff	2023	Policy/Procedures support	
	Work in Partnership			principles of Equality Act.	
ntinue to	with all appropriate		Ongoing	Staff and Governors are aware	
sure PREVENT	agencies/partners			of and fulfil their duties and	
ty requirements				responsibilities.	
met.	Review relevant Policies	Staff/Governors	See		
	including IT Policies		timetable		
	Review British Values	Staff/Governors	Autumn		
ntinue to	Statement and		2023	of and fulfil their duties and	
nance	associated Policies and		Ongoing	responsibilities supporting	
motion of	procedures.			community cohesion.	
tish Values	Enhance				
oss the school	Display/Outdoor			British Values promoted and	
	Learning Environment			embedded across all aspects of	
	Schemes of Work			school life.	
intain and	Working party to meet		25.9.23	School takes account of the	
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· · · · · · · · · · · · · · · · · · ·				meorporate into action plan	
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C SE P ST VE SE LE	ontinue to e awareness of consibilities of taff and ernors in eting the direments of General and cific Duties of Equality Act tinue to dure PREVENT or requirements met. tinue to ance motion of sh Values	continue to a awareness of consibilities of caff and cernors in certain the complete any revisions complete any revisions to Prevent and WRAP training and on-line training as appropriate General and cific Duties of Equality Act Work in Partnership with all appropriate agencies/partners Were PREVENT A requirements met. Review Risk Assessment Review Risk Assessment Review Risk Assessment Review Risk Assessment Review Partnership with all appropriate agencies/partners Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work Working party to meet termly Children's views invited through SEAL activities and school council and	continue to e awareness of consibilities of staff and complete any revisions to Prevent and WRAP training and on-line training as appropriate General and cific Duties of Equality Act Work in Partnership with all appropriate agencies/partners Trequirements met. Review Risk Assessment Work in Partnership with all appropriate agencies/partners Review relevant Policies including IT Policies Review British Values Staff/Governors Staff/Governors Staff/Governors Staff/Governors Staff/Governors Staff/Governors Staff/Governors Work in Partnership with all appropriate agencies/partners Review relevant Policies Review British Values Staff/Governors Staff/Governors Staff/Governors Working party to meet termly Children's views invited through SEAL activities and school council and	continue to awareness of awareness of consibilities of taff and complete any revisions to Prevent and WRAP training and on-line training as appropriate General and cific Duties of Equality Act Work in Partnership with all appropriate agencies/partners Trequirements Met. Review Risk Assessment Review relevant Policies including IT Policies including IT Policies Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work Morking party to meet termly Children's views invited through SEAL activities and sprorate views Continue to attend relevant satisfies All Staff Governors Autumn Aut	Continue to enwareness of continue to attend relevant training staff And complete any revisions to Prevent and WRAP training and on-line training as appropriate General and efficite Duties of Equality Act Work in Partnership with all appropriate agencies/partners are directly requirements met. Review relevant Policies including IT Policies Review British Values Statement and anotion of ensity and anoticine termly Children's views invited king Party and prorate views Review British Values Staff/Governors and anoticine of complete any revisions to Prevent and Working party to meet termly Children's views invited king Party and chool council and anoticine or some and school council and anoticine on the views of the community and incorporate into action plan and chool council and another of some and content on the views of the community and incorporate into action plan and chool council and another of procedures and content on the views of the community and incorporate into action plan and chool council and another of procedures and school council and and chool council and another chool and chool and another chool and choo

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To eliminate	To fulfill	Review appropriate	Miss Coughlan	See Policy	All policies and procedures	
discrimination,	requirements of	policies to ensure race	Miss Scragg	Review	supporting the promotion of racial	
harassment,	Equality Legislation	equality is built in (use CES	Governors	Timetable	equality and ensuring equality of	
victimisation and any	and of Statutory	documentation as			opportunity and good relations	
other conduct that is	Code of Practice for	guidance).			between persons of different racial	
prohibited by or under	schools in the duty	Review race equality policy			groups.	
the Equality Act.	to promote Race	using HBC Model including			Community Cohesion and race	
	Equality	Racist Reporting.			relations promoted through visits,	
To advance equality of	To continue to	Review statement detailing			visitors, curricular and extra-	
opportunity between	promote the value	how cultural diversity is			curricular activities.	
persons who share a	of each individual	promoted through all			Data analysis and monitoring	
relevant protected	as unique and an	aspects of the curriculum,			demonstrating all children	
characteristic and	appreciation of	particular reference to the			achieving their potential.	
persons who do not	cultural diversity.	creative arts, visits and			No Racial Incidents	
share it.	To ensure zero	visitors, local, national and				
	tolerance to	International links.				
To foster good	Racism. (Policy)	Assess impact of policies				
relations between	(PSHCE)	on pupils, staff and parents				
persons who share a		from different racial groups				
relevant protected		e.g. data analysis, Incident				
characteristic and		Reports				
persons who do not		Publish results of		Termly		
share it.		monitoring as appropriate	Miss Coughlan	Ongoing		
		e.g. Headteacher's				
		Reports, LA Returns.				
		Promote commitment to				
		Racial Equality through	All Staff			
		appropriate	Governors			
		documentation e.g.				
		Mission Statement,				
		Prospectus				