

St. Bede's Catholic Infant School Equality Objectives 2024-2027

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 Catholic Life and Mission, Curriculum, PSHCE (RSHE), Assessment, Inclusion, Ethos, Racial Equality, Accessibility Plan, Leadership and Management, CPD, Staffing, Premises, British Values, Prevent

Annual Community Consultation Summer 2025

Agreed by Staff Summer 2025

Approved by Governors Summer 2025

Review Date: (Annual Review Summer 2026)

Signed Chair of Governors S. Howard

Mission Statement

At St. Bede's Catholic Infant School it is the mission of the whole school community to nurture a loving, safe, caring, supportive, quality environment in which the individual has the opportunity to develop intellectually, spiritually, morally, socially and emotionally in an atmosphere of trust and mutual respect.

Our Mission drives our actions and response.

The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under Equalities Legislation	To enhance the children's and parents understanding of the common good through Fair Trade. (Fairtrade Action Plan)	Continue work of Pupil Steering groups to support and promote the principles of Fairtrade and Fairtrade activities.	Miss Scragg Miss Phillips	15.09.2025 10.11.2025 12.01.2026 02.03.2026 27.04.2026 15.06.2026	Children understand the importance of serving the common good and their responsibility towards others. Views of children are taken into account and acted upon. Representative members from all year groups.	
		Continue to organise a variety of fun events and workshops to support understanding of importance of and commitment to Fairtrade on Fairtrades 30 th Anniversary.		Week Beginning 22.9.25	Fun workshops and activities enthusing commitment of whole community. Children and parents demonstrate a good understanding of the importance of Fairtrade.	
		To continue to identify appropriate curriculum links.		Ongoing	Children celebrate cultural diversity and value each person as unique.	

		Continue to evidence Fair Achiever Status		Ongoing	Fairtrade Status evidencing commitment and understanding of Fairtrade.	
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The General Duty	Objectives	Action/ Strategies	Personnel	Timescale	Success Criteria/Outcomes	Evaluation/Evidence
To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010	To ensure zero tolerance to bullying. (Policy) RSHE (PSHCE)	Elect and work with the School Council, (Also Anti-bullying Ambassadors), to support them to promote our Kind Hands, Words and Feet message across the whole school.	Miss Scragg All Staff	Ongoing 15.09.2025 10.11.2025 12.01.2026 02.03.2026 27.04.2026 15.06.2026	Zero tolerance to any form of bullying. No incidents of bullying across the school. (See Headteacher's Report)	
		Participate in National anti-bullying week programme of events and activities		Week Beginning 10.11.25 Annually	Participation positively promoting mutual respect	
		Peer Massage Daily nurture groups for identified children		Ongoing	Daily nurture groups and Peer Massage supporting social and emotional development of confident, independent children	
		Review Anti-bullying Policy and Reporting Procedures in line with updated HBC Model Policy and Procedures.	Miss Phillips	Autumn 2025 See Policy Timetable	Effective Policy and Procedures supporting excellent practice.	
		Continued participation in Unicef RRSA activities including Class Charters Continue work of Pupil Steering groups to support and promote the principles of RRSA and Unicef activities.		Ongoing 15.09.2025 10.11.2025 12.01.2026 02.03.2026 27.04.2026 15.06.2026	RRSA confirming children's awareness of their role as citizens and an understanding of their rights and responsibilities.	

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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 Parle Miss Hesling Miss Boardman	Ongoing Pupil Progress 22.10.25 10.12.25 11.02.26 25.03.26 20.05.26 15.07.26 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	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 between persons who share a relevant protected characteristic and persons who do not share it. To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	To promote community cohesion through the arts. (Arts Action Plan)	Hold Community Arts/Awe & Wonder/Equalities Days (High focus Mission, Equalities Consultation)	Mrs Jackson	11.10.25 4.7.26	Exciting and motivating activities promoting community cohesion, mutual respect and celebration of diversity. Community supportive and engaged.	
		Organise Arts/Awe and Wonder Week	Mrs Jackson	20.10.25	Work produced and displayed at Runcorn Shopping City	
		Develop links with community artists through community projects e.g. Local Schools Art Network	Mrs Jackson	Ongoing	Children's appreciation of and aspirations in the arts enhanced through achievement of award.	
		Continue Arts Award Initiative Children work towards an individual award through participation in arts activities at home and in school.	Mrs Jackson	As identified	Values understood and practiced supporting good relationships and mutual respect. Opportunities provided for variety of multi-sports including multi-cultural and disability sports	
	Continue to embed Olympic and Paralympic Values across the curriculum with high focus on P.E./Sports Promote positive role models (P.E/Sports Action Plan)	PE Lead to Continue to incorporate activities and values into planning and delivery. Monitor impact. Provide additional resources for any children requiring specialist provision.	Mr O'Neill	Ongoing PA 19.11.25 25.02.26 Learning Walk/Pupil Voice Wk Beginning 15.06.26	Values understood and practiced supporting good relationships and mutual respect. Accessibility and additional needs met	
		Continue work of Pupil Sports Ambassadors and Play Leaders to support and promote the importance of Olympic and Paralympic principles impacting upon life-long skills including teamwork, confidence, determination, perseverance and resilience.		Sports Ambassadors Meetings 22.10.25 10.12.25 11.02.26 25.03.26 20.05.26 15.07.26		

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To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	To continue to raise awareness of responsibilities of all staff and governors in meeting the requirements of the General and Specific Duties of the Equality Act	Continue to attend relevant training Staff/Governors to complete any revisions to Prevent and WRAP training and on-line training as appropriate	Governors All Staff	Ongoing As required	Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion.	
		Review Risk Assessment	Governors All staff	Autumn 2025	Fair transparent Policy/Procedures support principles of Equality Act.	
	Continue to Ensure PREVENT Duty requirements are met.	Work in Partnership with all appropriate agencies/partners		Ongoing	Staff and Governors are aware of and fulfil their duties and responsibilities.	
		Review relevant Policies including IT Policies	Staff/Governors	See timetable		
	Continue to enhance promotion of British Values across the school	Review British Values Statement and associated Policies and procedures. Enhance Display/Outdoor Learning Environment Schemes of Work	Staff/Governors	Autumn 2025 Ongoing	Staff and Governors are aware of and fulfil their duties and responsibilities supporting community cohesion. British Values promoted and embedded across all aspects of school life.	
	Maintain and publicise Disability and Equality Working Party and incorporate views of community	Working party to meet termly Children's views invited through SEAL activities and school council and Steering Groups.		22.09.25 12.01.26 22.06.26	School takes account of the views of the community and incorporate into action plan	

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