



St. Bernadette's RC Primary School

Live the Gospel and when necessary use words

Our mission as a Roman Catholic primary school is to provide a catholic education that puts the word of God at the centre of our school. Our purpose is the happiness of all of our community through the pursuit of school-wide excellence; with success measured on our ability to sustain and enhance our position as a thriving example of Christ-centred education.

POLICY

Equality Objectives Action Plan

Updated: March 2019

Review: March 2021

Equality Objectives Action Plan 2018 – 2021

This document details the actions the Governing Body will take over the next three years to satisfy the requirements of the protected characteristics as referred to within the School's "Single Equality Scheme". This document details the actions we plan to take over the next three years and is structured around our school's key equality and diversity drivers:

- We do not discriminate against anyone on the grounds of ethnicity, religion, attainment, age, disability, gender or background.
- We promote the principle of fairness and justice for all through the education that we provide in our school.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all groups.
- Through positive educational experiences, we aim to promote positive social attitudes, and respect for all.

Objective 1:	To increase awareness for all staff and agree a common ethos, vision and understanding across the school and for all stakeholders
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Share the school's 'Equality Information and Objectives' policy and the equalities action plan with all staff • Publish the school's 'Equality Information and Objectives' policy and the equalities action Plan on the school website
Responsibility:	The Headteacher and Governing Board are responsible for producing, agreeing and monitoring the above policy and action plan.
Equality:	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage or civil partnership (in employment only) • Pregnancy and maternity • Race • Religion or belief • Sex • Sexual orientation
Timescales:	Summer term 2019

Objective 2:	Review provision for pupils and families who have English as an additional language
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Audit of all information delivery procedures including website
Responsibility:	The Headteacher and School Business Manager will explore a range of options available via ParentMail and the school's website
Equality:	<ul style="list-style-type: none"> • Race
Timescales:	Summer / Autumn term 2019

Objective 3:	Review Physical environment in line with the school's accessibility Plan
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Audit physical environment in all classrooms / resources • Audit of all staff training
Responsibility:	The Headteacher and School Business Manager will ensure any barriers within the physical environment are identified and an action plan in place to address any barriers in a timely and cost effective manner
Equality:	<ul style="list-style-type: none"> • Disability
Timescales:	Summer / Autumn term 2019

Objective 4:	Ensure the learning environment for pupils with SEN is fully accessible
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Audit of classrooms / resources • Audit of curriculum / staff questionnaire / SEN profile reviews • Audit of staff training
Responsibility:	The Headteacher and Deputy Headteacher (Curriculum lead) will ensure any barriers within the curriculum are identified and an action plan in place to address any barriers in a timely and cost effective manner
Equality:	<ul style="list-style-type: none"> • Disability
Timescales:	Summer / Autumn term 2019