

Wootton St Peter's CE Primary School



Equality Information and Objectives

Date Adopted by Governing Body: November 2022

Date to be Reviewed: November 2024

Signed Chair of Governors

A handwritten signature in black ink, appearing to read 'J Elliott', on a light brown rectangular background.

Josephine Elliott

Signed Headteacher

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Charles Pitt

EQUALITY OBJECTIVES

The governing body of Wootton St Peter's CE Primary School has agreed the following Equality Objectives:

	Equality Objective	Success Criteria	Actions required to achieve objective	Aims of the Equality Duty	Protected Characteristics
1. Teaching and Learning	To further develop high quality teaching so that is effective in helping pupils develop key skills and remember key knowledge so that both can be integrated into future learning	Improved quality of teaching in all classes and increased progress of all children	Thinking Matters whole school INSETs. Embedding the Culture for Learning across the whole school Termly monitoring of quality of teaching and learning, including available teaching resources and deployment of Teaching Assistants.	Advance equality of opportunity	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
	Continue to ensure that all groups of children are enabled to make appropriate rates of progress.	All groups of children will make appropriate and similar rates of progress	Identify focused groups of children Monitor the progress of all children through the school's normal assessment process. Compare the progress of all groups Implement appropriate intervention programmes as required Termly monitoring of attendance.	Advance equality of opportunity	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation Age ✓

	To use materials and resources which reflect a range of cultural backgrounds with awareness of stereotyping.	Children's developing awareness and understanding of diversity	To review the quality of resources currently held in school and purchase new resources that reflect the diversity of the world in which we live. Ensure each class and school library has books and resources that reflect the diverse nature of the school, wider community and the world	Advance equality of opportunity	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
	Equality Objective	Success Criteria	Actions required to achieve objective	Aims of the Equality Duty	Protected Characteristics
2. Employment and staff development	For all recruitment procedures to comply with the Equality Act 2010 and minimise any barriers to teaching related to the protected characteristics.	All governors fully aware of their rights and duties under the Equality Act 2010 and new appointments made in compliance with the Act.	Ensure non-discriminatory recruitment and employment practices by monitoring of recruitment procedures including advertisements, shortlisting and interview procedures.	Eliminate unlawful discrimination	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
	Continue to provide equal opportunities for all staff in terms of professional development and training.	That aspirations and training needs identified through the appraisal process are met.	Ensure all members of staff have participated in an appraisal process. Staff members have been given the opportunity to identify personal development points The needs that have been identified are addressed.	Advance equality of opportunity Foster good relations	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓

3. Accessibility	<p>To ensure equality of access to:</p> <ul style="list-style-type: none"> • The physical environment • The learning environment • out-of-school activities including after-school clubs, trips, and visits 	<p>For all children to have the opportunity to progress and achieve well and to be prepared for life in a diverse society.</p>	<p>Annual visit by the health and safety governor to review the site with view to maintaining and improving accessibility.</p> <p>Termly meetings with SEN governor to ensure provision of access to the curriculum by all.</p> <p>Raising staff awareness of disability through training as need arises.</p> <p>Progress review meetings where individual needs are closely monitored and provision is made as necessary.</p> <p>Use PP funding to ensure equality of access to out of school activities.</p>	<p>Advance equality of opportunity</p>	<p>Race ✓</p> <p>Disability ✓</p> <p>Gender ✓</p> <p>Religion or Belief ✓</p> <p>Sexual Orientation ✓</p> <p>Age ✓</p>
	Equality Objective	Success Criteria	Actions required to achieve objective	Aims of the Equality Duty	Protected Characteristics
	<p>To provide written information for parents/carers with disabilities or for whom English is not their first language in a form which is user friendly and appropriate to their needs within a reasonable time frame.</p>	<p>For all parents/carers to have access to information provided by the school to enable them and their children access to all.</p>	<p>Parents / carers needs to be met by either a member of staff or an appointed governor establishing their needs and providing support as required.</p>	<p>Eliminate unlawful discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>Race ✓</p> <p>Disability ✓</p> <p>Gender</p> <p>Religion or Belief</p> <p>Sexual Orientation</p> <p>Age</p>

	To provide physical aids to access education through SEND framework as required.	For SEND objectives to be fully met in order that all children have access to education	To work together with external agencies to identify and meet the needs of individual children, as required.	Eliminate unlawful discrimination Advance equality of opportunity	Race Disability ✓ Gender Religion or Belief Sexual Orientation Age
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