

St Augustine's Catholic Primary School

Equality Objectives Policy

Agreed by Governors: October 2023

To be reviewed: October 2024

Mission Statement

*As one family working together
to be the best that we can be,
we live, love and learn with Jesus.*

The duty to report racist incidents and the publication of the Equality Plan to meet the Disability and Gender Equality legislation are included in the information below.

Equality Strand	Action	Responsibility for Implementation	Monitoring the Impact	Time Frames	Early Success Indicators
All	Publish and promote Equality through the school website, newsletter and staff meetings.	Headteacher/EMT	Question parent awareness of Equality Scheme in annual survey	Immediately following agreement by the Governing Body	Staff familiar with the principles of the Equality Plan and use them when planning lessons and creating classroom displays. Parents are aware of the Equality Plan.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Headteacher/EMT Governing Body	Achievement data analysed by race, gender and disability	Tracking groups on a termly basis or more often should the need arise	Analysis of teacher assessments/annual data demonstrates that the gap is narrowing for equality groups
Not a protected characteristic	Narrow the gap for FSM pupils in English and Mathematics.	Headteacher/EMT	Achievement data	Tracking groups on a termly basis	Accelerated progress, gap narrowing
All	Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities with particular reference to issues of equality and diversity.	Headteacher/EMT All members of staff Governing Body	Planning scrutiny, observations, focus days, assemblies, experiences related to Catholic Social Justice teaching	Ongoing	Confidence of children to talk about experiences and beliefs
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Display Leader EMT	Increase in pupil participation, confidence and positive identity - monitor via PSHE	Ongoing	Increased level of diversity reflected in all displays across the school
Race Equality Duty	Identify, respond to and report racist incidents as outlined in the plan. Report figures to the governing body/LA on a termly basis.	Headteacher Governing Body	Headteacher & Governing Body use data to assess impact of school's response to incidents leading to decrease in incidents & identification of perpetrators	Termly reporting	All staff aware of and responding to racist incidents Reporting challenged by the governing body
Gender	Develop the curriculum to promote full participation of both boys and girls.	Headteacher Teaching Staff Governing Body	Lesson observations, planning, book scrutiny, pupil conferences, learning walks	Ongoing	Increased level of engagement and enjoyment identified through monitoring
Disability Equality Duty	Tackle prejudice and promote understanding in relation to people with disabilities.	Inclusion Manager/SENDCO Learning Mentors Outside Agencies	Improved ability of pupils and staff to handle difficult situations; reduction in unacceptable incidents	Ongoing	Increased awareness of appropriate responses to people with disabilities