



Ranelagh Primary School

Equality Objectives



Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not.														
Date: November 2020														
Objective	Current situation	Success criteria	Equality Strand (protected characteristic)							Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)		
			Age	Disability	Sex (Gender)	Marriage/civil partnerships	Race	Religion/Belief	Pregnancy/Maternal health				Sexual Orientation	Gender Reassignment
To continue to provide an enriched curriculum that meets the needs of all learners and promotes lifelong learning.	At times, the curriculum does not allow for independent learning and enable children to make links to different areas of the curriculum.	The curriculum is culturally inclusive and all children are able to generalise their learning to different areas/ subjects, including children with SEND and those to access the Resourced Provision.		√	√		√	√		√	√	LW SP LMT MH	SDP Key Priority 2 Teaching and Learning Policy Inclusion Policy	On going
To track the progress of pupils in the protected groups using the school assessment systems	Pupils who are operating below NC and subject specific levels are tracked using the school SEND assessment system. Further breakdown of this is needed using the Engaging Model.	Data will show that children have demonstrated increased perseverance, responsiveness, anticipation and enjoyment using the Engagement model All staff are familiar and able to use the Engagement Model successfully – ready for statutory requirement 2022.		√	√		√	√		√	√	SP TC Learning Mentor	SDP – Key priority 1 Inclusion Policy Assessment Policy	Summer 2021
To continue to provide a Resourced Provision for children with a high levels of Autism Spectrum Conditions	Too few provision places across the Authority for children to access mainstream provision.	Children with ASD at the School will have access to a broad and balanced curriculum that is personalised to meet their needs.										Inclusion Team LMT	SDP	Ongoing



Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not.

Date: November 2020

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)								Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)	
			Age	Disability	Sex (Gender)	Marriage /civil partnerships	Race	Religion/Belief	Pregnancy/Maternal health/maternity	Sexual Orientation				Gender Reassignment
To encourage SEND pupils to stand for election on the School Council.	School council does not always reflect disabled pupils needs -	Disabled pupils involved in School Council SEN pupils views elicited via variety of strategies	√	√	√		√	√		√	√	School Council Lead	SDP Key Priority 1	2021
To hold regular workshops for parents of children with SEND incl those that access the RP	Parents seek advice and information about SEN when needed. This is not always effective and can be on an ad hoc basis.	Parents meet informally to talk and to receive specific information and training including around ASD	√	√	√	√	√	√	√	√	√	SENDCo LST	Inclusion Action Plan	2018 -21
To enable pupils to regularly feedback about their learning to the Leadership Team.	Head Teacher and pupil interviews take place across the school year every half term.	Children are confident talk to adults in an honest, open forum about their learning.	√	√	√	√	√	√	√	√	√	LMT	SDP Key Priority 1	Every Half term



To implement a new RSHE curriculum which is compliant with the statutory requirements and has the support of the whole school community	The school has an established RSHE curriculum, however some minor changes have been consulted upon with the school community to ensure it is in line with the statutory requirements.	The new RSHE curriculum will be implemented successfully with minimal concerns from parents and withdrawal requests in Yr 6.	√	√	√		√	√	√	√	√	PSHCE Lead Inclusion Lead	SDP Key Priority 1 PSHE policy Teaching and Learning Policy Equality Policy	Summer 2021
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Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Date: November 2020

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)								Lead Person:	Links school policy or school development/improvement plan	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage/civil partnerships	Race	Religion/Belief	Pregnancy/Maternity	Sexual Orientation			
Increase staff and stakeholder understanding of Equality Duty and it's implication on a day to day basis.	Stakeholders are unaware of the implications set out in the Equality Duties and how this impacts them in the classroom, school and wider community.	Share Equality Duty in staff meeting/ governors and on school website. Relevant school policies are on the website		√	√	√	√	√	√	√	Inclusion Manager	SDP Key Priority 4	LAB meetings 2021



To continue to promote understanding and respect for differences through the curriculum	The school serves a diverse community- some groups may not always have the opportunities to celebrate their culture within the school	Successful implementation of the Inclusive Curriculum All faiths and cultures are celebrated through- Collective Worship, Curriculum eg famous people, Cultural Events leading to a curriculum that reflects the community.		√	√		√	√	√	√	√	All Stakeholders	SDP Key Priority 1 Teaching and Learning Policy RE Inclusion Policy Equality Policy	2018 -2020
To monitor the behaviour of children with protected characteristics.	Incidents of discrimination, harassment and victimisation are logged and monitored regularly by LMT	Incidents of discrimination, harassment continue to be monitored and appropriate action to be taken. Behaviour and Safety is outstanding		√	√	√	√		√	√	LMT Inclusion Lead	SDP- Key Priority 3 Behaviour policy	On going Termly review	

