



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: Spring 2024														
	Filters to Ranelagh by:			Equality Strand (protected characteristic)											
Trust Objective	Objective	Current situation	Success criteria	Age	Disability	Sex (Gender)	Marriage /civil partnerships	Race	Religion/Belief	Pregnancy/Maternity	Sexual Orientation	Gender Reassessment	Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
Promote a representation of ethnicity that reflects the demographics of our community at every level of the organisation.	To continue to improve attendance and punctuality for all protected groups	Robust attendance procedures . Early intervention to support families through the support of the school nurse, Family Support Worker via MASH referrals Weekly analysis of Attendance data Parent surgeries Early morning clubs to encourage children to come to school on time.	Improvement in attendance Target of 96% attendance achieved PA reduced	√	√	√		√	√		√	√		Attendance Policy	On going
	To continue to develop the tracking process of pupil progress 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. Continue to use the TTLT provision	Data will show that children in the protected groups make progress	√	√	√		√	√		√	√			Summer 2024



		Map to track children on the SEND register Attendance of summative data Continue with PSM													
	Ensure that the school continues to promote role models and heroes that children positively identify with, who reflect and broaden the school's diversity in terms of protected characteristics	Social and cultural inclusion as part of the the school vision	Children aware of positive role models Curriculum and resources reflect cultural inclusion	√	√	√		√	√		√	√	Inclusion Team LMT	SDP	Ongoing



	Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not. Date: Spring 2024														
				Equality Strand (protected characteristic)											
Trust Objective	Objective	Current situation	Success criteria	Age	Disability	Sex (Gender)	Marriage /civil partnerships	Race	Religion/Belief	Pregnancy/Maternity/paternity	Sexual Orientation	Gender Reassignment	Lead Person	Links school policy or school development/ improvement plan	Actioned by (date)
Provide opportunities for all to make meaningful connections with their peers.	To encourage SEND pupils to stand for election on the School Council.	School council does not always reflect disabled pupils needs -	Children with SEND have an active role to play in School Council SEND pupils views elicited via variety of strategies	√	√	√		√	√		√	√	School Council Lead	SDP Inclusion Action Plan	Autumn
	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	√	√	√		√	√	√	√	√	Inclusion Lead SENDCo LST	Inclusion Action Plan	Spring 2024 and then termly
	Continue to embed the British Values across the curriculum		BV displayed and referred to in the classrooms children able to give examples of BV	√	√	√		√	√	√	√	√	Senior Leaders	SDP PSHCE policy Teaching and Learning	Every Half term



			Explicit links made to the school's 5Rs											Policy	
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	Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act Date: Spring 2024													
				Equality Strand (protected characteristic)										
Trust Objective	Objective	Current situation	Success criteria	Age	Disability	Sex (Gender)	Marriage/civil partnerships	Race	Religion/Belief	Pregnancy/Maternity/paternity	Sexual Orientation	Lead Person	Links school policy or school development / improvement plan	Actioned by (date)
Empower staff to teach and pupils to learn about the inclusion of people with protected characteristics,	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 A pupil friendly equality objectives co produced with the school council and shared with the pupils	√	√	√		√	√	√	√	Inclusion Lead All staff	SDP Public Sector Equality Duty	LAB meetings Termly 2023 - 2024



	To continue to monitor incidents of discrimination and harassment	all incidents logged and reviewed	Data analysed to eliminate re - occurrence	√	√	√		√	√	√	√	Leadership Team Safeguarding Team	SDP Incident log sheet safeguarding Data	Spring 2024 and ongoing
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