



Ranelagh Primary School

Equality Objectives

March 2019



Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not.														
Date: March 2019														
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 its/maternity				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 KP2	On going
To provide support for vulnerable families and children through the use of the School's Early Help Team	Number of vulnerable families requiring additional support to help children achieve their full potential	Soft data (observations) will show that vulnerable families are now able to support children's learning and social skills and to work in partnership with the school. Data will show that children attainment, attendance and enjoyment have increased.		√	√		√	√		√	√	SP TC Learning Mentor	SDP - Personal development, behaviour and welfare	On going
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	September 2018



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

Date: March 2019

			Equality Strand (protected characteristic)											
Objective	Current situation	Success criteria	Age	Disability	Sex (Gender)	Marriage /civil partnerships	Race	Religion/Belief	Pregnancy/Maternal health/maternity	Sexual Orientation	Gender Reassignment	Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
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	√	√	√		√	√		√	√	ST SP	SDP Priority 1 - empowering young leaders.	2019
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	√	√	√	√	√	√	√	√	√	SP TC	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.	√	√	√	√	√	√	√	√	√	SL LW	SDP Priority 1 - empowering young leaders.	Every Half term



Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Date: May 2019

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	Governance	LAB meetings 2019
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	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	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 SP	SDP- Personal Development Behaviour & Welfare Behaviour Policy	On going Termly review

