



Nursery Hill
Primary

Equality Plan Objectives

2021-22

OBJECTIVE	ACTION	HOW will the impact be monitored	WHO is responsible for implementing it	WHEN	SUCCESS CRITERIA
<p>To ensure that all stakeholders continue to be aware of and comply with the Public sector Equality Duty 2010</p>	<p>Publish and Promote Equality through the school Website, newsletter, assemblies and staff meetings</p>	<p>Talking to parents about their awareness of the policy.</p>	<p>SLT/Governors and all class teachers</p>	<p>Ongoing</p>	<p>Staff are familiar with the policy and the plan and ensure that they implement them when planning lessons, trips, classroom displays. Etc. Parents are familiar with the plan via the school website</p>
<p>To ensure that all pupils are given the opportunity to make a positive contribution to the life of the school</p>	<p>Ensure that pupils continue to be involved through involvement with school council, participating in assemblies, contributing towards fundraising events.</p>	<p>Representation will be monitored by race, gender, disability</p>	<p>SLT and all class teachers</p>	<p>Ongoing</p>	<p>There is a fair diversity of children contributing to school life</p>

<p>To ensure that all children are able to access the full curriculum within and outside of school through use of reasonable adjustments</p>	<p>Risk assessments will continue to be carried out for trips and appropriate support put into place to ensure that pupils are able to fully engage in the activity Monitor after school activities and ensure that there is opportunity for all</p>	<p>All children will be monitored by teaching staff and the SLT throughout the year to ensure that they have had full access to the curriculum.</p> <p>Additional support and resources will be put into place for those children who struggle with access</p>	<p>SLT/Governors and all class teachers</p>	<p>Ongoing</p>	<p>All children have full access to the curriculum</p>
<p>To eliminate all incidents of racism and bullying</p>	<p>Identify, respond and report incidents of racism and bullying as outlined in the policy Report figures to the authority/GB on a termly basis</p>	<p>The SLT and GB will see data collected to assess the schools response to incidents</p>	<p>SLT/Governors</p>	<p>Termly reports to LA December, April, July</p>	<p>All incidents of racism/bullying are dealt with appropriately. Number of reported incidents reduced</p>
<p>To ensure that all pupils are making at least expected progress</p>	<p>Monitor and analyse pupil achievement by ethnicity, gender disability and pupil premium and act upon any underperforming groups by putting in appropriate support</p>	<p>Half termly assessment and pupil progress meetings.</p> <p>Monitoring of children's work, pupil conferencing, appropriate intervention support put into place.</p> <p>Monitoring of attendance</p>	<p>Assessment Ldr SLT/ GB</p>	<p>Ongoing throughout the year Pupil progress meetings half termly</p>	<p>All groups within school will be making at least expected progress from their starting points</p>
<p>To raise awareness of SMSC throughout the school</p>	<p>Promote SMSC development through all aspects of the curriculum with particular emphasis to equality and diversity.</p>	<p>Assemblies, Guests to the school, Fund raising awareness, planning, scrutiny, PSHE lessons</p>	<p>SLT/GB SMSC /RE Ldr All staff</p>	<p>Ongoing</p>	<p>All children feel included in all aspects of school life and have understanding and empathy towards others</p>

<p>To increase awareness of disabilities both in school and in the wider community, to promote a positive awareness towards them and eliminate discrimination and harassment</p>	<p>Ensure that displays around school reflect diversity.</p> <p>Ensure that all staff plan accordingly Promote a positive ethos throughout the school</p> <p>Ensure that all children have equal access to all aspects of the curriculum</p>	<p>Assemblies and displays Inviting visitors into school</p> <p>Monitor all incidents of racism or bullying Monitoring attendance at after school clubs</p>	<p>SLT/GB SMSC/RE Ldr All staff</p>	<p>Ongoing</p>	<p>All children feel included in all aspects of school life and have understanding and empathy towards others</p>
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