

BOURNE PRIMARY SCHOOL
EQUALITY OBJECTIVES: 2015 - 2019

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/ progress: (October 2017)
All aims of duty	All protected characteristics	To increase the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	Minority, marginalised and vulnerable pupils/students	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school and discuss strategies to increase participation with the school council and with classes	Key Leader for Families and Community	September 2015	School investigating ways to align to democratic choice Revised date: September 2017
Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity	All	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff	Identification of equalities training needs in relation to protected characteristics Improved data collection and analysis on staffing issues Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Undertake equality impact assessment on policies and practices relating to recruitment and staffing and ensure alignment with local authority guidance Improved data collection and monitoring of equality information relating to staff	SLT	September 2015 - July 2016 September 2017	Completed May 2016 In progress
Eliminate unlawful discrimination, harassment and victimisation	Race/ Religion or Belief/ Disability	To ensure the content of school meals and the eating environment meets the needs of all race and	Increased take up of school meals	All those with specific race, faith, cultural and health needs	Establish a school food focus within the school council Ensure teachers and kitchen staff have up-to-date information about pupil food choices and requirements	Classteachers School caterers/cook	Sept 2015 – July 2016 July 2017	Daily range of vegetarian options Non-pork eaters, vegetarians,

		faith groups and those with specific health needs						etc to be identified to kitchen
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/Race/Gender identity/Disability/Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students feel safer as reported in safer schools survey as feel incidents will be dealt with. Increased staff confidence Implementation of SIMS reporting for anti social behaviour and hate incident reporting to improve accuracy and increase reporting rates through alert forms.	Whole school and specifically BME / SEND pupils/students or those from a faith background	To review and update existing policies and practice relating to bullying (Opportunity to carry out EQIA). Access staff training. Ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia Promotion of hate incident recording to students.	Inclusion Manager Learning mentor	Sept 2015 – July 2016	Staff attended Anti-bullying training New policy SoW more focused on issues of bullying, prejudice and hate Behaviour tracking instead of SIMs Prevent training and policy
Eliminate unlawful discrimination, harassment and victimisation Fostering good relations	Sexual Orientation	To ensure LGBT family members are accepted and homophobia is challenged	Increased staff confidence in dealing with and reporting rates of LGBT bullying. Rates of LGBT bullying and use of homophobic language decreases	Whole school and specifically LGBT family members	Utilise appropriate resource in PSHE as appropriate	Developing the Self team	Sept 2015 – July 2016	PSHE sessions timetabled in all year groups. New SoW introduced Key Leader met with LGBT parents to discuss

								experiences of school
Advance equality of opportunity	Sex	To increase the confidence of some female students in awareness of sexual health services.	To increase the resilience and knowledge of identified girls with regard to sexual health and consent	Targeted female students	Establish and run small group sessions for targeted students	School staff	May – July 2016 May – July 2017 May – July 2018	Group sessions run each summer term every year
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with BESD	Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills	Inclusion Manager SENCo Learning Mentor Behaviour team	Sept 2015 – July 2019	Interventions including sand tray in place Headteacher training in counselling
Advance equality of opportunity	Disability	To better understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers	Disabled parents/carers	Gather and record information relating to disabled parents Provide interpreters for hearing impaired parent	SLT Site Manager Key Leader for Families and Community Classteachers	Oct – Dec 2015	Member of staff to meet with parents who self-identify as disabled
Advance equality of opportunity	Sexual equality	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	Positive changes in curriculum with regard to PSHe and Citizenship, as well as the wider curriculum	All pupils PPG pupils in Raising Aspiration project groups	Provide activities that allow pupils/students to explore gender stereotyping in careers	Developing the Self team PPG teachers	Sept 2015 – July 2016	New SoW introduced Raising aspiration projects
Advance equality of opportunity	Other	To improve the attainment of	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group	SLT	Sept 2015 – July 2017	Reviewed RAISE online data and

		pupils eligible for free school meals			Work with Standards and Learning Effectiveness Service (SLES) to identify strategies to improve attainment of this group			equality data report Reviewed "Narrowing the Gap" with regard to achievement
Advance equality of opportunity	Sexual equality	To improve the attainment and progress of boys	Improved attainment and progress in reading, writing and maths	Boys	Collate and analyse data relating to attainment by target group Work with Standards and Learning Effectiveness Service (SLES) to identify strategies to improve attainment of this group Review curriculum offer to ensure resources are 'boy friendly' Use monitoring and audit tools to review provision	SLT Key Leader for Equalities and Diversity Classteachers	Sept 2015 – July 2017	Reviewed RAISE online data and equality data report
Advance equality of opportunity	Race	To improve the attainment of GRT pupils	Improved attendance and attainment by this group	Gypsy, Roma Traveller children	Work with the Traveller Education Team to identify strategies to improve attainment of this group as appropriate	SLT	Ongoing as appropriate	None currently identified in school
Fostering good relations	Age	To improve understanding and to challenge stereotyping between young and older people	Increased positive attitudes towards each other	All pupils	Continue to invite older community members to work in school Choir to visit retirement homes	Class teachers Music HLTA	Sept 2015 – July 2016	Volunteers continue to visit the school
	All			All pupils		SLT		

Fostering good relations		To promote good relations between people from different backgrounds	Improved understanding of the Bourne school and wider Eastbourne community and the diversity within it Increased positive attitudes towards disabled people		Run parent engagement events (e.g. International Day) Explore possibility of setting up pen-pals with a contrasting school	Key Leader for Families and Community Key Leader for Equalities and Diversity Developing the Self team	Sept 2015 – July 2016	International day (2015) All About Me Project (2016) Black History Month every year
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