



## Kelvin Grove Primary School

### Equality Objectives for period September 2019 – July 2021

| Objective  | Which group(s) with protected characteristics will this benefit/                                      | Actions and who will be involved?   | Timescale   | Which general duty/ies will it address?  | How will we measure our success?  |
|--|---|---|---|--|---|
| To promote cultural development and understanding through a rich range of experience, both in and beyond the school  | Disability,<br>Gender,<br>Race,<br>Religion or belief,<br>Sexual orientation,<br>Gender reassignment, | Programme of visits to include places of worship<br>Programme of visitors organised for assemblies to share different faiths and cultures<br>Senior Leadership Team | Visit and visitors programme set by Sept. 2020<br>Termly visitors                       | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. | Pupils in the school will have a wider experience of a divergent society<br>Children understand that they are part of a multi-faith society and learn the values of other religions |
| To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities          | Disability,<br>Gender,<br>Race,<br>Religion or belief,  | Analysis of register of attendance. Parents and pupil questionnaire.<br>Headteacher, Clubs co-ordinator   | Parent questionnaire – summer term 2020<br>Re-visit questionnaire annually Summer term. | Advance equality of opportunity between people who share protected characteristics and those who do not  | Increase of attendance to after-school clubs.<br>All disadvantaged children attend at least one club or activity during the year.   |
| To ensure the school environment is accessible as possible to all pupils, staff and visitors.                        | Disability,<br>Gender,  | Keep accessibility plan up to date (see plan)<br>SENCO, Health and Safety Governors   | ongoing   | Advance equality of opportunity between people who share protected characteristics and those who do not  | All pupils able to access learning and environment  |
| To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 | Disability,<br>Gender,<br>Race,<br>Religion or belief,<br>Sexual orientation,<br>Gender reassignment, | Create effective system for recording incidences of discriminatory behaviours.<br>Systems ensure swift identification of any issues, prompt and                     | Feedback from pupils - termly   | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. | No recorded incidents of specific name calling i.e. homophobic/ racist<br>improve everyone's understanding of the implications of homophobic name calling                           |

|  |                                    |  |                   |   |  |
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|  |                                    | effective action involving parents where necessary and comprehensive recording.<br>Assemblies  |                   |   | Parents will work with the school to eliminate                 |
| Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children  | Disability,<br>Gender,<br>Race,    | Modify provision in order to meet all children's needs and interests.<br>Introduce more specific interventions for English and Maths<br>Improve parental engagement by coming into school and being part of the learning experience<br>Class teachers,<br>SENCO, parents | Ongoing – see SDP | Advance equality of opportunity between people who share protected characteristics and those who do not | The gap between SEN pupils and non SEN pupils will be narrowed |
| <p><b>Monitoring arrangements:</b><br/> Resources Committee to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.<br/> Ethos Governors Committee to monitor pupils understanding of British Values especially tolerance.<br/> Resources Committee to monitor behaviour and bullying logs</p> |                                    |  |                   |   |  |
|  | <b>Review dates: February 2021</b> |  |                   |   |  |