

# *St Cuthbert's RC Primary School*



## **EQUALITY, RACE AND DIVERSITY OBJECTIVES**

Consultation that has taken place	
Date Formally Approved By Governors	<i>November 2017</i>
Date policy Became Effective	
Review Date	<i>November 2019</i>
Person Responsible for Implementation and Monitoring	HT Govs

# EQUALITY, RACE AND DIVERSITY OBJECTIVES

## Equality Objectives February 2014 (To be reviewed in 2017)

The Equality Act 2010 replaced all existing equality legislation. It put in place a number of duties to ensure public bodies and schools have due regard to certain 'protected' groups.

At St Cuthbert's RC Primary School the protected groups are;

- Children with disabilities and specific health problems.
- Children with special educational needs.
- Children from different racial and ethnic backgrounds.
- Children with different religion or beliefs.
- Differences between boys and girls.
- Children who have free school meals.
- Looked after children.
- Pupil Premium Children (including those of armed forces and EAL).
- Families from different socio-economic backgrounds.
- Any vulnerable groups (the term vulnerable groups is used to refer to all children who are at risk of underachieving).
- Gifted and Talented children.

### Equality Objectives

OBJECTIVE	ACTIONS
1. To promote Spiritual Moral and Cultural Development through all appropriate curricular opportunities with particular reference to issues of equality and diversity.	<ul style="list-style-type: none"> <li>• Through daily whole school assemblies and worship.</li> <li>• Through the PHSCE curriculum for all children.</li> <li>• Through 'awe and wonder' in all subjects.</li> <li>• By developing an awareness of the world around them.</li> <li>• By giving children an awareness of different cultures, religions and beliefs through an enriched curriculum to include the International Award Project and FairTrade school status.</li> </ul>
2. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.	<ul style="list-style-type: none"> <li>• To increase pupil awareness that we are all equal, throughout the teaching of the foundation subjects,</li> <li>• In all aspects of school life the message that we are all equal will be emphasised.</li> </ul>

OBJECTIVE	ACTIONS
3. To reduce the number of incidents of hostile attitudes and behaviour towards and between disabled and non-disabled pupils and those with specific health problems.	<ul style="list-style-type: none"> <li>• In all aspects of school life, children will be encouraged to have empathy for pupils who have specific health and disability issues.</li> <li>• Children will be shown how they can support their peers in order that they can have equal opportunities.</li> </ul>
4. To reduce the number incidents of homophobic language by pupils in school.	<ul style="list-style-type: none"> <li>• When such incidents are reported, the incidents are recorded and the offender is appropriately spoken to. In more serious incidents, parents will be contacted.</li> </ul>
5. To narrow the gap of attainment between boys and girls in the core subjects.	<ul style="list-style-type: none"> <li>• Progress and attainment will be monitored by the management team. Parents will be informed.</li> <li>• Additional support and help will be given initially through Classroom Assistant support. It may be necessary to provided one-to-one tuition and to put in place an IEP (Individual Education Plan).</li> <li>• In some cases outside agencies may be brought in for further professional advice.</li> </ul>
6. To provide additional support for vulnerable children who are at risk of underachieving.	<ul style="list-style-type: none"> <li>• Reading records and homework activities are regularly checked by class teachers in order to identify those pupils and families who do not conform and therefore leave their children at risk of underachieving.</li> <li>• Classroom Assistants will support those pupils who fall in this category.</li> </ul>
7. To ensure that pupils are punctual and attend school consistently.	<ul style="list-style-type: none"> <li>• Registers are checked regularly and, where there is concern the School Attendance Officer will be contacted and parents will be informed.</li> </ul>
8. To ensure that teachers in the school differentiate all activities in order that individual pupils can achieve.	<ul style="list-style-type: none"> <li>• Weekly planning is checked regularly by the management team, to ensure that all activities in school are differentiated to meet the needs of all pupils. This ensures that all children achieve.</li> </ul>
9. To continue to provide after school activities for those pupils who wish to take part	<ul style="list-style-type: none"> <li>• The school provides a wide range of after school activities which meet the needs of all pupils.</li> <li>• The school monitors the level of attendance and, where there is hardship in the family, no charge is made. Many activities are free.</li> </ul>

These objectives were agreed by the Full Governing Body on .....

Signed .....

