

ST OSMUND'S MIDDLE SCHOOL **Equality Objectives 2018-2022**

Equality Objective	Staff	Action	Resources	Success criterion
<p>1) To publicise Equality Objectives 2016-2020 and disseminate policies dealing with racist incidents and equal access to the curriculum</p>	<p>PA, SB & SLT</p>	<p>Policies to be published on the school website. Dissemination of content to be revisited through regular staff INSET sessions and as part of the induction package to new staff</p> <p>Website updated annually</p>	<p>Time slots to maintain staff awareness / manage input onto school website</p>	<p>Policies fully embedded within the working of the school. All staff are aware of how to access policies and familiar with their content</p>
<p>2) To ensure all groups (gender, ethnicity, disability) are having their learning needs met with extra provision when pupils fall behind</p> <p>2020 update – To narrow the gap identified in handwriting between boys and girls annually</p>	<p>SLT & whole staff</p>	<p>Continuous monitoring of ALL pupils by SLT and middle managers; regular scrutiny of PP children by Year Leaders; interventions to be used for individuals / groups when specific needs are identified (ie academic, behavioural, social, emotional.) to maximise learning opportunities</p> <p>Interventions with identified pupils. 1:1 and smaller group teaching. Whole school approach to cursive handwriting across ALL subjects. Identify areas where boys engage better and promote/increase these.</p>	<p>Regular time slots for monitoring / analysis;</p> <p>Employment of resources for highlighted interventions</p>	<p>Learning opportunities are maximised for ALL children – catering for specific needs of all individuals; children show optimum progress in line with their peers locally and nationally.</p> <p>Closing the gap between boys and girls. Data will show progress.</p>
<p>3) To maintain records of racial and bullying incidents; exclusions and suspensions; school trips and extra-curricular activities by gender, ethnicity, age and disability.</p>	<p>SB, SS & School Admin system</p>	<p>Records to be maintained by key staff; SB (racial incidents); SS (exclusions / suspensions); school admin team (school trips / extra-curricular)</p>	<p>Time for updating data onto school admin system + analysis</p>	<p>Records / data can be accessed for the criterion as listed</p> <p>Available in HT report and HT office.</p>
<p>4) To maintain UNICEF 'Rights Respecting School' Level 2 status</p>	<p>PA & FB (FB now left)</p>	<p>Continued practise of children's rights being at the forefront of the school; regular assemblies, themes and events to promote the</p>	<p>Time / finance to run themed days / events</p>	<p>The school can continue to be identified as a RRS Level 2 school in appearance, ethos and</p>

<p>2020 – We no longer subscribe to this body but maintain the ethos in our new Behaviour Policy (2019) together with our 'Ready, Respectful, Safe' mantra.</p>	<p>GB</p>	<p>ethos – where possible driven by the children ('Student Voice')</p> <p>New Behaviour policy rolled out across school and embedded.</p>	<p>promoting RRS</p> <p>Time / whole school staff engagement</p>	<p>ambassadorial role within the local community</p> <p>Data & evidence gathered from Anti-Bullying ambassadors, community projects.</p> <p>The schools renewed Vision and Values work.</p>
<p>5) To ensure the school environment includes displays reflecting the multicultural nature of British society and reflects the achievements of both men and women</p>	<p>SLT & whole staff</p>	<p>Encouragement of all members of the school community to contribute to displays highlighting multiculturalism and British achievement from as wide a spectrum of society as possible. 'School Council' to take a lead in monitoring this.</p>	<p>Time to compile and monitor displays</p>	<p>Regular 'Learning Walks' witness a school environment displaying multiculturalism and British achievements of ALL members of society; regular reference to these aspects as part of school assemblies and themed events</p> <p>New historical timeline installed in 'the street' representing diverse figures from all areas of society.</p>
<p>NEW:</p> <p>6) To identify and plan remedy of accessibility issues around the school where possible.</p> <p><i>Reviewed Sept 2020 by Emily White (Chair of Governors)</i></p>	<p>PA</p>	<p>-Undertake a survey of whole school – PA to investigate. -Plan/forecast works -Look at new technology -Adapt classrooms for hearing impaired -Individual assessment on new pupils with access needs.</p>	<p>Time and finance/grants available.</p>	<ul style="list-style-type: none"> • Work already completed: signage (particularly toilets) - braille symbols fixed to cubicle doors • Stripes put on edged of steps / trip hazards across the site • Technology introduced to school (including Braille Hub, Perkins Braille, Note Touch ipad..) • Vision Support (VSS) and Hearing Support (HSS) site visits and risk assessments compiled prior to children attending • lighting upgrades and furniture adjustments VSS/HS

