

## Poulton Lancelyn Primary School

### Equality Objectives 2018-2021

The Equality Act 2010 requires schools to publish specific and measureable equality objectives. At Poulton Lancelyn Primary School our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

<b>Aim</b>	<b>Action</b>	<b>Who?</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
1. Provide training for all staff and governors on equality and diversity	Provide INSET time for equality & diversity training re School policy and specific Educare training modules  Use opportunities as they arise to discuss equality issues during Staff meetings	HT to lead All staff and Governors	Spring 2019	Educare Training modules MAT Equality policy	All staff and Governors aware of legislation and responsibilities of all stakeholders
2. To monitor and promote the involvement of all pupils in the school extra-curricular programme	Provide a programme of extra-curricular activities termly  Monitor levels of attendance at extra-curricular events/clubs by pupil group  Promote to specific pupils through parental discussion	PS (PE Leader)  AM (Assessment Leader) & PS (PE Leader)	Termly	Supply costs to cover PE lead class	Increased number of pupils attending clubs and activities  All pupil groups have equal opportunities to access clubs and activities regularly
3. To close gaps in attainment	Termly pupil progress meetings to track and	All Class teachers	Termly	Data tracking system devised – supply cover	All class teachers are aware of the children

<p>and progress between all groups of pupils but with a particular focus on Gender, Disadvantaged, SEND, and CLA and post CLA pupils</p>	<p>target discussion and provision for specific pupil groups</p>	<p>AM/CA &amp; Class teachers - Termly tracking by pupil group</p>		<p>costs for assessment lead</p>	<p>in pupil groups that require targeted provision</p>
<p>4. Promote further the understanding and respect for differences</p>	<p>Work towards Gold RRS Award for school</p> <p>Identify opportunities within the curriculum to look at other cultures &amp; countries, study famous people from ethnic minorities and with a variety of abilities to celebrate diversity</p> <p>Use assemblies as an opportunity to celebrate festivals for a range of cultures and countries.</p> <p>Use events such as the World Cup, Olympics, WW1 Centenary as an</p>	<p>T H-C (RRS Leader) Rights Crew</p> <p>LS (Creative curriculum Leader) CA</p> <p>LJ (RE and assemblies Leader)</p> <p>School council Parents</p>	<p>By end of June 2018</p> <p>By end of June 2019</p> <p>By Autumn 2019-2020</p> <p>As they occur Nationally</p>	<p>As required to support development of the curriculum.</p> <p>'First News' Resource</p>	<p>All stakeholders have an increased understanding and respect for differences</p> <p>The school ethos and curriculum promotes respect for differences within the school community</p> <p>Issues are covered through lessons, assemblies and staff training</p>

	<p>opportunity to explore other cultures</p> <p>Develop opportunities to raise awareness and acceptance around gender identity</p>	All staff	By end of June 2019	<p><a href="http://www.gires.org.uk">www.gires.org.uk</a></p> <p>Selected story books</p>	The school ethos and curriculum promotes respect for differences within the school community
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