

Blackford C of E Primary School

Equality Objectives/Action Plan – 2016 - 2020

Link to Public Sector Equality Duty	Protected Characteristic / Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible?	Dates from and to:	Indicator of Achievement
All aims of duty	All	Improve displays and other images in the school to reflect and promote diversity in terms of the equality groups	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, pupils and visitors	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of the equality groups.	All staff	Sept 2016 – on-going	More diversity reflected in school displays across all year groups. Increase in pupils' participation, confidence and achievement levels
All aims of duty	All	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 of the school	Minority, marginalised and vulnerable pupils/student s	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school.	HT	Sept 2016 onwards	School Council/pupil voice has representation from pupils who are within the protected characteristics
Advance equality of opportunity	Gender	To ensure that girls are equally involved in physical activity	Improved participation of girls in targeted sports activities	Girls	Monitor attendance of girls at out-of-school hours sports clubs Survey girls and understand barriers to participation	PE leader	September 2016 - on-going	Increase in number of girls taking part in competitive sports
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for free school meals	Improved attainment	Children eligible for free school meals	Collate and analyse data relating to attainment by target group Inter-school working to	SLT	Sept 2016 onwards	Improved attainment levels of pupils eligible for free school meals

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					identify proven strategies to improve attainment of this group			
Advance equality of opportunity	Race	To improve the attainment of Gypsy, Roma Traveller (GRT) pupils	Improved attendance and attainment by this group	Gypsy, Roma Traveller children	Collate and analyse data relating to attainment and attendance by target group Inter-school work to identify strategies to improve attainment of this group Engagement with parents of GRT pupils to encourage improved attendance	SLT	September 2016 - on-going	Improved attendance and attainment year on year of pupils regularly attending the school. Improved relationships with parents of GRT pupils
Fostering good relations	Age	To improve understanding and to challenge stereotyping between young and older people	Increased positive attitudes towards each other	All year groups	Invite in older members of the community to coffee afternoons and choir recitals. Joint singing sessions	Class teachers	September 2016 – on-going	Improve relationships with older members of the community