

East Bierley CE (VC) Primary School Equality Objectives

Appendix 1

SECTION 3 - Leadership and Management					
Objective	Date	Why have we chosen this objective?	By... (key lead)	To achieve this we plan to:	Progress made towards this objective
<p>To reduce prejudice and increase understanding of equality through direct teaching across the curriculum in line with our view that everyone is unique and special</p>	<p>2017-2019</p>	<ul style="list-style-type: none"> • Identified a training need for staff • Identified prejudicial language and a lack of understanding amongst the pupils. 	<p>RD</p>	<ul style="list-style-type: none"> • Work with Barnardos Positive Identities training to eradicate prejudice related language in relation to the protected characteristics listed in the Equality Act 2010 • Through review of curriculum coverage ensure incorporating equality understanding through class curriculum and wider SMSC coverage including Worship. 	<p>Training has taken place for teachers on positive identities training. Core group training has taken place Pupil ambassadors have been trained</p>
<p>To promote SMSC development throughout all appropriate curricular and extra-curricular opportunities</p>	<p>2017-2019</p>	<ul style="list-style-type: none"> • To ensure SMSC is explicit within our curriculum and opportunities are built in for all year groups. 	<p>HT</p>	<ul style="list-style-type: none"> • Review curriculum coverage • Review our audit of SMSC • Review our audit of British Values • Undertake pupil and parent surveys • Create a focus on SMSC within middle leadership and on all staff meetings 	<p>Pupil and parent surveys have been completed - these will be revisited in a year for change SMSC a higher profile in staff meetings</p>
<p>Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure</p>	<p>2016-17</p>	<ul style="list-style-type: none"> • Specific staff needs 	<p>HT</p>	<ul style="list-style-type: none"> • Follow the recommendations within the Employee Healthcare report • Regular meeting with the staff member to ensure issues are addressed. 	<p>All recommendations have been addressed. Meetings are held.</p>

SECTION 3 - Leadership and Management

Objective	Date	Why have we chosen this objective?	By... (key lead)	To achieve this we plan to:	Progress made towards this objective
that any disadvantages they experience are addressed.					
To ensure the school environment is as accessible as possible for our whole school community	Jan 2016-October 2017	<ul style="list-style-type: none"> Corridors are narrow and full of furniture making accessibility difficult in school The lift is not accessible for use so is a Health and Safety hazard. 	HT	<ul style="list-style-type: none"> Ensure the school lift is maintained and clear of furniture so it can be easily accessed if required. To remove large items of furniture from the corridors to ensure wheelchair / pram access at all times To remove the bar at the gate of school to enable wheelchair / pushchair access for visitors Follow recommendations given by external agencies for children with additional needs. 	School environment is accessible for all staff, children and visitors to school
To train members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination	2015-2017	<ul style="list-style-type: none"> To further our knowledge in recruitment and selection processes 	Governors and HT	<ul style="list-style-type: none"> Train key governors and then ensure staff involvement in the recruitment process are appropriately trained. 	A proportionate number of governors and staff trained. To maintain this as an ongoing expectation and train all SLT