

Equality Objective 2016 – Updated Plan for 2018 - 2019

The school made good progress under its published objective from 2012 - 2016 and in reviewing its Equality Objective it has reflected on its next steps and renewed its Equality Objective for 2016 – 2020 to further develop the representation of everyone in ordinary life.

Equality Objective 2016: To ensure that everyone is valued

Pupils	Staff
<ul style="list-style-type: none"> a) Provide education on each strand of the 2010 Equality Act so that pupils understand the act and have the vocabulary to provide respect regardless of socioeconomic, religion, culture, ethnicity, sexual orientation, disability or sex and gender identity; b) Pupils will see and experience the protected characteristics through their everyday ordinary experience at school c) Buy and place books representing different pupils in each class's book corner so that books represent an increasing diverse range of people and are inclusive; d) Use posters and images in the corridors to provide representations that address stereotypes and provide encouragement for all pupils to achieve; e) Work with pupils to develop their skills in challenging inappropriate and discriminative language; 	<ul style="list-style-type: none"> f) Provide staff training on modification of language to be more inclusive (e.g. parents/ carers not 'Mum' or 'Dad') g) Ensure that when creating resources/ selecting resources for use in class they represent a diverse range of people and are inclusive; h) To ensure that the school has books, posters and representations people with protected characteristics which are included in the everyday ordinary experience of school; i) To gain Stonewall Accreditation j) To provide further training for staff on equalities (socioeconomic, religion, culture, ethnicity, sexual orientation, disability or sex and gender identity).

Our Equalities plan forms a central strand of our school development plans and is represented in our long term plans, our annual school development plan and our termly improvement plan.

Section 4: Equalities							
Objective	Intended Benefits	Actions 2018 - 2019	Involved	Costs			
<p>4.1 To ensure that everyone is valued (<i>Linked to Published Equality Objective</i>)</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> </table>	Links	Pupil Premium	Standards	<p>Pupils will achieve outcomes that will mean that they are not disadvantaged educationally</p>	<ul style="list-style-type: none"> -Continue to develop resources to represent a diverse range of individuals (Buy further equality books for book corners/ posters/ use of images in classroom resources) (Ongoing) -Use books within the everyday functions of the school to ensure that individuals with protected characteristics are visible and everyday within our work (Ongoing) -Revalidate and achieve Silver Stonewall Award (by Autumn 2018) -Revalidate and achieve Hertfordshire Anti-Bullying Award (by Autumn 2018) -Support all staff to feel confident to discuss any of the protected characteristics covered by the Equality Act 2010 through termly training (Summer 2018/ Autumn 2018/ Spring 2019) -Provide training on groupings to further develop staff understanding on learning without limits and how to avoid gender binary groupings, supporting LGBTQ and Transgender pupils (Training Summer 2018/ Autumn 2018) -Use learning support creatively, remaining mindful of balance between support and encouraging independence (ongoing – refresher training Autumn 2018) -Get pupils to consider language and acceptance as part of their work on British Values and rule setting (Autumn 2018) -Focus on everyone being an intervention teacher working with the mandate that anyone can achieve in any aspect of school life (ongoing) 	<p>All</p> <p>All</p> <p>STT/ All</p> <p>STT/ All</p> <p>All</p> <p>All</p> <p>All</p> <p>All/ Teachers</p> <p>All</p>	<p>£500</p> <p>£500</p> <p>£750</p>
Links							
Pupil Premium							
Standards							
<p>4.2 Promote the engagement of the whole school community</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> </table>	Links	Pupil Premium	Standards	<p>Everyone has the right to be included and valued in our community.</p>	<ul style="list-style-type: none"> -Help to encourage parents/ carers to be involved in the work of the school (Ongoing) -Use analysis of Parent Questionnaire 2018 to support avenues to support all parents/ carers into the school (Summer 2018) -Invite Parents/ Carers on trips (RE etc.) and to assemblies where they can hear and experience our work on equalities (Ongoing) -Provide training and support for parents/ carers to access school (language lessons, learning support) (Ongoing) -Training and information for parents/ carers to support their understanding of our equalities work to promote the range of diverse individuals and why this is important for their children and the values of our school. (Autumn 2018 – ongoing) -Provide training through the teaching partnership with other schools on diversity, equalities and out equality's objective work (ongoing) 	<p>All</p> <p>JM</p> <p>All/ Teachers</p> <p>All</p> <p>All/ STT</p> <p>All/ STT</p>	
Links							
Pupil Premium							
Standards							

2019 Review of Equality Objective

Overall the school is on track to achieve its stated Equality Objective by 2020 and the success criteria are now met or partial met in the published objective. The school has revalidated its Stonewall status and it now needs to focus on including everyone in the further work on developing shared understanding of acceptance and inclusion.

The focus of the final year of the 2016 – 2020 equality objective will then focus on developing training for staff, pupils and the community to further advance their understanding of the Equality Act 2010. Actions will include:

- Sharing of our PHSCE and RE curriculum with parents and invites to lessons and on school trips
- Regular engagement with the local centres of worship and opportunities for pupils to learn about other religions
- Working with the community to gain the Anti-Bullying Accreditation
- Developing a new relationship and behaviour policy
- Integrating a diverse range of representations throughout our teaching and learning in all subjects