

Holy Souls Catholic Primary School
Equality Objectives 2018-2019 DRAFT

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Holy Souls Catholic Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.

6. We have the highest expectations of all our children.

Our equality objectives focus on those areas where we have agreed to take actions to improve equality and tackle disadvantages.

Aim	Actions	Staff	Timescale	Resources	Impact
Provide training for all staff and governors on equality and diversity	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	HT SLT ML All class teachers and HLTAs/TAs	On-going Form Sept 2018 Training on equality policy and duty Spring Term 2019.	Time for meetings	All staff and governors aware of legislation and responsibilities of all stakeholders.
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	Home visit by Pastoral /Safeguarding Lead. Information shared. In class teachers will select pupils to buddy/mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions	Attendance Lead Worker Safeguarding Lead Class teachers and support staff.	Support ongoing from date of school place offer.	Cost of resources to promote understanding.	New pupils are supported and interventions put in place to ensure a positive transition to Holy Souls Catholic Primary School.
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils.	HT SLT ML All class teachers and HLTAs/TAs	On-going	Time for meetings. Cost of resources to support learning.	Gap narrowed in specific year groups and subjects (as identified through data analysis)

	Plan and deliver interventions to address gaps in learning as identified through on-going assessment.			Further staff training on SPTO.	
Promote understanding and respect for differences.	Continue to identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use One World Week to explore other cultures/ religions. See R.E curriculum.	HT SLT ML All class teachers and HLTAs/TAs Governors Pupils Parents	On-going	Cost of resources to promote understanding	Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training.