



'WORKING AND GROWING TOGETHER'

## September 2016 - Fitzwilliam Primary School Equality Objectives from 'Equality Act 2010'

From April 2012 all public bodies are required to publish at least one, or more, equality objectives. These equality objectives should be reviewed every 4 years.

### Statement

At Fitzwilliam Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who are part of our community. We are committed to ensuring equality of opportunity for all children.

Inclusion at Fitzwilliam is about providing equality and excellence in order to promote the highest possible standards and enable all children to achieve their full potential. We aim to recognise and celebrate differences that exist amongst us, that we treat all people fairly and that we strive to eliminate discrimination wherever it might exist. We ensure that these intentions are known and understood by all staff and governors and wherever appropriate to all children and parents.

### The principles underlying this statement:

- Discrimination on the basis of colour, origin, gender, ability, religious or political belief is unacceptable in this school.
- All members of the school community will ensure that school is a happy and caring environment and where respect for and appreciation of each other as individuals is a priority
- Our primary focus is to educate, develop and prepare all our children for life in a diverse society

### Equality Act 2010

The Equality Act 2010 consolidates all previous equality legislation and all staff and leaders are fully responsible and committed to meet the requirements of this legislation.

Examples of how this will be achieved:

- Ensure all our practice and procedures are fair, non-discriminatory and do not put others at a disadvantage
- Ensure all reasonable steps are taken to see that all staff's actions and behaviours are non-discriminatory)
- Ensure that equal opportunity is at the heart of everything we do to enable all children succeed and achieve.

### Fitzwilliam Primary School

In September 2016 the Governing Body of Fitzwilliam Primary School have agreed upon the following equality objectives. These objectives will be monitored and progress evaluated annually. The objectives will be reviewed in July 2020 in line with statutory guidance.

Equality Objective	Rationale
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	The school population and community is primarily all white British and does not reflect the cultural diversity within Britain. School must ensure that all children experience a diversity in order to fully understand equality.
To diminish differences between disadvantaged and non-disadvantaged pupils, particularly boys, in reading, writing and maths.	School data both internal and end of Key Stage 2 indicates that disadvantaged pupils perform less well and make less progress than non-disadvantaged pupils. School must develop new strategies in order to diminish differences between the two groups.

Equality objective	Actions	Resources needed	Who will be responsible	How will this be monitored	Impact
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.	<p><b>Staff</b></p> <p>Training and CPD to be provided to all staff to develop understanding of SMSC.</p> <p>Work with Barnados LGTB</p> <p>Protected characteristics CPD termly- all staff.</p>	<p>CPD Trainers – Barnados and Elaine Ripley lifestyle coach to work on work life balance and well-being.</p> <p>Staff and support staff and lunchtime staff meeting time.</p>	Susan Harrison - HT	<p>Feedback from training sessions for staff.</p> <p>Children to be able to talk about the components of SMSC.</p> <p>Children to be aware of protected characteristics.</p> <p>Displays in school.</p>	

	<p>Links made through the curriculum.</p> <p><b>Children</b> To ensure curriculum coverage incorporates SMSC – assemblies, PSHE, curriculum and teach SMSC explicitly.</p>	<p>PSHE SOW reviewed Termly workshops with Elaine Ripley regarding protected characteristics.</p>			
<p>To diminish differences between disadvantaged and non-disadvantaged pupils, particularly boys, in reading, writing and maths.</p>	<p>Well planned first wave teaching to engage and develop the children. Well planned, tailored intervention groups to develop the welfare of our children.</p> <p>Use of our highly skilled Learning Mentor to develop social and emotional skills. Subsidised residential trips to ensure disadvantaged children have equal opportunities</p>	<p>Resources for this are identified in this year's pupil premium strategy.</p> <p>Staff meeting time for staff training.</p> <p>Support staff meeting time.</p>	<p>Susan Harrison - HT</p> <p>Class teachers</p> <p>Elaine Quinn ELSA</p> <p>Support members of staff across school.</p>	<p>This will be monitored each half term through pupil progress meetings and a final review will take place July 2019</p>	