

**EQUALITY OBJECTIVES: 2016-2018**

**Somerville Primary School**

| <b>Link to Public Sector Equality Duty</b> | <b>Protected characteristic</b> | <b>Aim:</b>   | <b>Objective:</b>  | <b>Target group(s): e.g.</b>  | <b>Action:</b>  | <b>Who's responsible?</b>            | <b>Dates from and to:</b> | <b>Milestone/progress:</b> |
|--|---------------------------------|---|--|---|---|--------------------------------------|---------------------------|----------------------------|
| All aims of duty                           | All protected characteristics   | To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society | For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities | All pupils and staff  | To work towards the Unicef Rights Respecting Schools Award <sup>1</sup>   | Senior Leadership Team and Governors | Jan 2016 – Jan 2017       |                            |
| All aims of duty                           | All protected characteristics   | To ensure all pupil groups reach their full potential   | Ensure curriculum provision matches the needs of each group and that all groups make the best progress                           | Specific pupil groups:<br>Gender<br>Special Needs<br>Free School Meals<br>Ethnic minority | Staff to be fully aware of the different pupil groups in their class.<br><br>Monitor attainment and achievement of all pupil groups | Senior Leadership Team and Governors | Ongoing                   |                            |

<sup>1</sup> <http://www.unicef.org.uk/Education/Rights-Respecting-Schools-Award/>

|  |  |  |   |  |  |                                      |         |  |
|--|--|--|---|--|--|--------------------------------------|---------|--|
| Eliminate unlawful discrimination, harassment and victimisation<br><br>Equality of opportunity | All  | To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff   | Improved data collection and analysis on staffing issues  | Applicants and all school staff including volunteers           | Undertake equality impact assessment on policies and practices relating to recruitment and staffing and ensure alignment with local authority guidance | Senior Leadership Team (SLT)         | Ongoing |  |
| Eliminate unlawful discrimination, harassment and victimisation                                | Race/<br>Religion or Belief/<br>Disability | To ensure the content of school meals and the eating environment meets the needs of all race and faith groups and those with specific health needs | Increased take up of school meals   | All those with specific race, faith, cultural and health needs | Regular meetings with school cook and liaison with Metro meals service for menu information  | School cook<br><br>Metro catering    | Ongoing |  |
| Eliminate discrimination, harassment and victimisation<br><br>Fostering good relations         | All  | To ensure pupils are accepted for who they are and that any discrimination is challenged.<br><br>Appreciate and value the differences in others    | Challenge stereotypes- gender, ethnic background, culture, religion. Build on pupil awareness so that pupils can detect bias and challenge discrimination | Whole school and   |  | Senior Leadership team and Governors | Ongoing |  |
| Advance equality of opportunity  | Disability/<br>All                         | To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)                             | Improved ability by pupils/students to handle difficult situations  | Pupils with BESD   | Train staff to deliver small group work sessions to support targeted pupils in developing social and emotional   | Whole Staff                          | Ongoing |  |

|                                 |       |  |  |   |   |     |         |  |
|---------------------------------|-------|--|--|---|---|-----|---------|--|
|                                 |       |  |  |   | skills  |     |         |  |
| Advance equality of opportunity | Other | To improve the attainment of pupils eligible for free school meals and Narrow the Gap with their peers | Improved attainment  | Children eligible for free school meals | Collate and analyse data relating to attainment by target group<br><br>Work with governors and senior leaders to produce raising attainment plan to narrow the gap.   | SLT | Ongoing | Reviewed RAISE online data<br><br>“Narrowing the Gap” with regard to achievement |
| Fostering good relations        | All   | To promote good relations between people from different backgrounds                                    | Improved understanding of Ss Peter and Pauls community and the diversity within it<br><br>Increased positive attitudes towards disabled people |   | Set up school linking with another Wallasey school in a different geographical location and population make-up<br><br>Make use of disability images pack in PSHE<br><br>Invite in representatives from disability equality groups to meet with children | SLT | Ongoing |  |