

Equality Objectives and Action Plan 2014 - 2-17 (Red writing = evaluation)

Equality Objectives and Action	2014/15 Target	2015/16 Target	2016/17 Target	Person responsible
<p>Ensure that all pupils' voices are heard and the children consider the issue of gender equality and consult on their views regarding possible areas of discrimination at Wren's Nest</p>	<p>Regular meetings of the School Council from Y1 to Y6 with a formal reporting procedure, ensuring all children have opportunity to contribute.</p> <p>Children to elect members ensuring a fair balance of girls and boys.</p> <p><i>School council established democratically and met regularly throughout the year.</i></p>	<p>Review children's perceptions of gender equality and identify any areas of perceived unfairness within school.</p>	<p>All classes to review gender equality with class teachers - questionnaire.</p>	<p>MR DHT</p>
<p>Ensure that all parents, regardless of their individual circumstances are supported to access information about their child's progress at school.</p>	<p>In addition to mechanisms within each class, the Family Support Co-ordinator and Life Long Learning Manger ensure that parents are supported to access information on their child's progress at school.</p> <p><i>SEN meetings supported so that children and parents have opportunity to contribute. IEPS written so children can understand targets and plan. Reports discussed as well as written.</i></p>	<p>Develop an increased range of different opportunities for parents to come into school, see their children learning and have opportunity to discuss this progress.</p>	<p>All parents access information regarding their children's progress at school in an appropriate and easy to understand form.</p>	<p>KA/AK SLT</p>
<p>Ensure that the governing body of the school reflects that of the wider community</p>	<p>Review of Instrument of Governance to ensure fit for purpose and meets the needs of the school.</p> <p><i>New instrument of governance - 9th January 2015</i></p>	<p>Completion of skills audit to identify any gaps in knowledge, skills and understanding - recruit where possible to fill identified gaps.</p>	<p>Recruit when necessary and where possible fill any remaining identified gaps.</p>	<p>Govs</p>

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<p>Ensure that all pupils can participate in extracurricular activities and that through extra-curricular activities gender stereotypes are challenged.</p>	<p>Monitor extra curricular clubs each term to ensure that they include a range and breadth of activities for all children. Monitor attendance to clubs and review balance of gender.</p> <p><i>Achieved: range of clubs offered - with uptake by both girls and boys (including those clubs that are more likely to be attended by boys eg football, golf)</i></p>	<p>Monitor extra curricular clubs each term to ensure that they include a range and breadth of activities for all children.</p> <p>Monitor attendance to clubs and review balance different groups of children (esp Pupil Premium and gender.)</p> <p>Identify targeted individuals to attend specific clubs as appropriate (eg to address obesity / health issues - positive discrimination)</p>	<p>Monitor extra curricular clubs each term to ensure that they include a range and breadth of activities for all children.</p> <p>Monitor attendance to clubs and review balance different groups of children (esp Pupil Premium and gender.)</p> <p>Identify targeted individuals to attend specific clubs as appropriate (eg to address obesity / health issues - positive discrimination)</p>	<p>EP GW LG</p>
<p>Ensure that all pupils can participate in school trips and visits and that through school trips and activities that gender stereotypes are challenged.</p>	<p>All children will participate in a minimum of 4 school trips/visit per year. The risk assessment form ensures no child is discriminated against - educational visits co-ord / HT to ensure that no discrimination takes place.</p> <p><i>Achieved: All risk assessments ensure no discrimination on any grounds. All year groups have had opportunity to attend at least four trips. Specific children have individual risk assessments to enable them to participate safely</i></p>	<p>All children will participate in a minimum of 4 school trips/visits per year. The risk assessment form ensures no child is discriminated against - educational visits co-ord / HT to ensure that no discrimination takes place.</p>	<p>All children will participate in a minimum of 4 school trips/visits per year. The risk assessment form ensures no child is discriminated against - educational visits co-ord / HT to ensure that no discrimination takes place.</p>	<p>Class teachers RW</p>

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<p>To ensure that parents and children are involved in the continued review and development of the equality scheme and that it responds to concerns raised.</p>	<p>Summary copy of policy available on the school website and views sought from parents.</p> <p>School council to consider equality from a children's viewpoint and identify possible issues.</p> <p><i>Achieved: Policy available on website. School council meeting regularly to consider a range of issues and provide forum for feedback.</i></p>	<p>Review of policy and raised awareness of the importance of racial, gender, disability equality. Seek views from parents through school / feedback from parent governors.</p>	<p>Review of policy and raised awareness of the importance of racial, gender, disability equality. Seek views from parents through school / feedback from parent governors.</p>	<p>RW</p>
<p>Promotion of Children's Rights and Responsibilities as part of our work towards becoming a Rights Respecting School.</p>	<p>New Year's resolution for the school "Know our rights and accept our responsibilities"</p> <p>Investigate the process of becoming a Rights Respecting school - present to governors and begin commitment step if agreed.</p> <p><i>SH presented to governors, launched in school Summer 2015, work undertaken towards gaining Commitment Recognition.</i></p>	<p>Achieve Commitment Recognition by Summer 2016.</p> <p>Children to begin to develop understanding of rights and responsibilities. Children to understand "Respect" for others in a range of contexts.</p>	<p>Work towards Level 1 of the Rights Respecting Schools Awards.</p> <p>Children to further develop understanding of rights and responsibilities.</p> <p>Children to understand "Respect" for others in a range of contexts.</p>	<p>MB RW RG Class teachers</p>
<p>To review the pay policy and the Performance Management Policy to ensure that policies promote equality of opportunity for all genders, eliminate unlawful discrimination and harassment and ensure no gender pay gap.</p>	<p>Review Pay Policy / Appraisal policy, consult with staff - July 2015</p> <p><i>Achieved: Pay Policy adopted by full governing body - Oct 2015</i></p>	<p>Review Pay Policy / Appraisal policy, consult with staff - July 2016</p>	<p>Review Pay Policy / Appraisal policy, consult with staff - July 2017</p>	<p>RW/Govs</p>

