



Single Equalities Objective Review 2012 - 2015

Introduction and background:

The Equality Act 2010 replaced previous anti-discrimination laws with a single Act, and legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it's unlawful to treat someone and made the law easier to understand and strengthened protection in some situations.

The Act introduced a single Public Sector Equality Duty which public bodies are required to have due regard to the need to when carrying out their functions. It has three main elements:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

By 6 April 2012, schools were obliged to publish their initial information and first set of objectives demonstrating how it complies with the general duty. Schools are free to choose the equality objectives that best suit their individual circumstances and contribute to the welfare of their pupils and the school community.

They would update the published information at least annually and to **publish objectives at least once every four years.**



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Equality Objectives 2012 – 2014: a review

In May 2012, Mr. J. Hicks (then Headteacher), the Children, Families and Community governing body committee and Ms. C. Walsh (then Equalities link governor) produced a Single Equalities Policy, dated May 2012. The equality objectives agreed upon were as follows:

1. To have an annual, high profile, anti-bullying week (**eliminate discrimination, harassment and victimisation**)
2. To narrow the gender gap in KS2 attainment in Writing between boys and girls (**advance equality of opportunity between different groups**)
3. To improve communication between different groups of parents and the school (**advance equality of opportunity between different groups**)
4. To be a more cohesive community (**foster good relations between different groups**)
5. To remove the glass in the Reception Area to make it easier for parents to talk to staff and to widen the front door to allow easier access (**accessibility – premises**)

In December 2014, the objectives were subsequently reviewed by Mrs R. Dyer (substantive Headteacher) and Ms. N. Bowles (current Equalities Link Governor) and brought before the Children, Families and Community Governing Body Committee.

It was agreed that objectives 3 & 5 had been fully achieved.

Objective 4 was no longer applicable due to the duty of ensuring Community Cohesion no longer being required for schools.



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Public Sector Equality Duty	Equality Objectives	Actions	How will impact be monitored?	Who is responsible?	Time frames	Review and Progress to May 2015
Eliminate discrimination, harassment & victimisation	To have an annual, high-profile anti-bullying week	Anti-bullying week supported by Collective Worship & PSHCE lessons Website Noticeboards Newsletters	Reduction in incidences of bullying Parents, children & staff having a better understanding of what bullying is, its impact & how we can stop it	Headteacher SLT Teachers & support staff Children Parents School Council PSHCE coordinator	Annual anti-bullying week	Books have been analysed & shows a decrease in bullying incidents from previous years Also no apparent trends appearing Updated anti-bullying newsletter published in July 2014 & sent out to parents
Advance equality of opportunity between different groups	To narrow the gender gap in attainment in Writing between girls and boys in KS2	Set up writing interventions targeting boys in KS2. Implement a project with a Writer in Residence to inspire creative writing	Termly Pupil Progress meetings with class teachers and SLT	Headteacher Assistant Headteachers Class Teachers Governing Body Committee	Termly Pupil progress meetings KS2 SATs results at the end of 2013 and 2014	Wriggle Room Writers for Year 3 saw pupils' work published online Curriculum changes have seen focus on text/material balanced for all genders (eg: Monsters Day which was very well received by boys) SATs 2013, boys were 1pt above in writing than the national average with only a 1 point gap between genders



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Advance equality of opportunity between different groups	To improve communication between different groups of parents & the school	<p>To redesign the Parent Questionnaire so easier for non-English speaking parents to respond and share their views with the school</p> <p>To ensure parents have access to other parents who speak their language or interpreters to support their understanding of the questionnaire</p>	Level of response is easily monitored – how many parents respond	<p>Headteacher</p> <p>Governing Body Committee: Children, Families & Community</p>	Parent Questionnaire to be sent out Spring Term 2013.	<p>Equality Objective focus for 2012/2013 - as agreed by CFC Committee 11.2.13</p> <p>Summer 2014: paper questionnaire replaced by Parent View, Ofsted's online survey, with 67 responses. Results were analysed & parents gave feedback at a coffee meeting.</p> <p>This gave rise to an Anti-Bullying newsletter in June 2014 as well as Maths and Reading workshops for parents.</p>



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Foster good relations between different groups	To be a more cohesive community	To review the Community Cohesion policy & procedures in school	Governors' Report Community Cohesion coordinator's audit	Community Cohesion coordinator	December 2013	Audit by David Ward, then CC Lead, produced at CFC (4/6/13) to show what all classes were doing during the year At CFC 24/10/13, Ella Camplin said new CC Lead would be appointed after DW's departure and the document produced at a later date CFC 6/11/14: RD confirmed that this was no longer a requirement for schools
Public Sector Equality Duty	Equality Objectives	Actions	How will impact be monitored?	Who is responsible?	Time frames	Review and Progress to May 2015
Accessibility – premises	To remove the glass in the office reception area to make it easier for parents &	Take out the glass panelling. Widen the doorway & ramp the entrance into	Ease of communication between parents who do not have English as a first language. Ease of access for children, parents, staff &	Headteacher Office staff	Easter 2013	This was completed in Spring 2013. On speaking to office staff, feedback has been very positive. There is more space for prams & buggies to pass through & having the entire glass panel sliding open has made it easier for face to face communication with all parents.



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	<p>carers to talk to the office staff.</p> <p>To widen the main front door to allow easier access to the front of the building.</p>	<p>the front of the school.</p>	<p>other visitors to the school with mobility difficulties.</p>			
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Equality Objectives 2015 – 2016

At the CFC Committee meeting on 14th May 2015, new Equality objectives for 2015 – 2016 were set as follows:

1. To improve parents' knowledge and understanding of the school's Anti-Bullying policy (**eliminate discrimination, harassment and victimisation**)
2. To narrow the gender gap in KS2 attainment in Writing between boys and girls (**advance equality of opportunity between different groups**)
3. To improve communication between different groups of parents and the school (**advance equality of opportunity between different groups**)
4. To organise events and workshops celebrating the ethnic diversity of our pupil population (**foster good relations between different groups**)
5. To ensure that the premises is accessible for pupils, parents, visitors and staff (**accessibility – premises**)



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Eliminate discrimination, harassment & victimisation	To improve parents knowledge and understanding of the school's Anti-Bullying Policy	Anti-bullying week supported by Collective Worship & PSHCE lessons Website Noticeboards Newsletters	Parent responses to Q8 of Parent View improving.	Headteacher SLT Teachers & support staff Children PSHE coordinator	December 2015	Updated anti-bullying newsletter published in June 2014 & sent to parents. Anti-bullying update article on website (March 2015)
Advance equality of opportunity between different groups	To narrow the gender gap in attainment in Writing between girls and boys in KS2	Set up writing interventions targeting boys in KS2	Termly Pupil Progress meetings with class teachers and SLT	Headteacher Assistant Headteachers Class Teachers Governing Body Committee	July 2016	



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Public Sector Equality Duty	Equality Objectives	Actions	How will impact be monitored?	Who is responsible?	Time frames	Review and Progress
Advance equality of opportunity between different groups	To improve communication between different groups of parents & the school.	To implement Parent View as a way for parents to respond & share their views of the school at any time. To ensure that technical help is available to those parents who need it.	Level of response is easily monitored – how many parents respond	Headteacher Governing Body Committee: Children, Families & Community	November 2015.	Ofsted inspection Dec 2014: 13 responses to the 2014/2015 Parent View CFC 15.5.15 decision taken to do Parent View in Nov 2015 for 2015/2016 academic year
Foster good relations between different groups	To organise events and workshops celebrating the ethnic diversity of our pupil population	International Evening Language workshops Coffee mornings	Parent and pupil surveys at the end of the events	SLT Governing Body Committee: Children, Families & Community	March 2016	



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Accessibility – premises	To ensure that the premises is accessible for all pupils, parents, visitors and staff	<p>Health and Safety audit of premises</p> <p>Risk assessment for the evacuation of staff and pupils with medical needs</p> <p>Monitor the school's fire evacuation procedures</p>	Audit will identify issues and any actions will be implemented	Governing Body: Resources Committee	October 2015	