



Equality and Diversity Objectives 2013 – 2016



Area	Objective	Rationale	Expected outcome / success criteria	Sources of evidence
Racial Equality	To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	The school does not have a diverse population, nor many racist incidents, but that is all the more reason to act positively & proactively	Racial incidents are rare & children understand that racial harassment or discrimination will not be tolerated.	Racist Incident Log Behaviour Log Lesson / Assembly planning Learning walks Displays
Disability Equality	To help children become more aware of the range of disabilities & show respect & understanding for people with disabilities	College Park Infant School values inclusion & wants all of its pupils to respect each other, show tolerance & understanding, whatever people's abilities or disabilities	Children can recognise a range of disabilities. There are specific examples of children having positive interactions with people with disabilities.	Pupil feedback e.g. interviews & discussions Circle time Photographs Visitor feedback forms & letters
Gender Equality	To close the gaps in achievement in Reading (in Yr 2) & Phonics (in Yrs 1 & R) between boys & girls	In raising standards the school is committed to closing gaps between different & vulnerable groups of children	Achievement gaps are 10% or less between boys & girls in Reading & Phonics.	EYFS assessments Yr 1 Phonic Screening Check Yr 2 End of KS1 Teacher Assessment Progress tracking (School Pupil Tracker Online)
Community Cohesion	To ensure that all pupils are encouraged to develop greater awareness & understanding of different communities	To address the school's only action point from the successful Ofsted inspection in May 2011 & build further on the school's work on Community Cohesion	All classes have a link with another school, in other parts of the UK or the wider world & have found out about how children live in contrast to their own lives.	Class pages on the school website Information display boards in classrooms Community Cohesion Co-ordinator File Schemes of work School Travel Plan

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NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.

Progress towards objectives (2015 – 2016)

Racial Equality

Objective : To reduce prejudice and increase understanding of equality through direct teaching across the curriculum

Progress : In the academic school year 2015 – 2016 there were only 3 recorded racial incidents. Racial harmony was promoted through assemblies, community cohesion, R.E., celebrations & festivals from a variety of faiths, & through cross-curricular work particularly in the Arts. We held our own whole school democratic voting event for Children’s Choice Day on the same day as the national European Union Referendum (Brexit) in June 2016.

Disability Equality

Objective : To help children become more aware of the range of disabilities & show respect & understanding for people with disabilities

Progress : Children have become very accustomed to staff wearing aids such as a radio microphone, for example in assemblies, to support a pupil with a hearing impairment. They are also aware that bright yellow markings around the school are to support pupils with a visual impairment. Differences are celebrated & children who have medical conditions or with physical disabilities have been encouraged to share their condition with their peers to promote understanding & empathy.

Gender Equality

Objective : To close the gaps in achievement in Reading & Phonics between boys & girls

Progress : End of KS1 Teacher Assessment 2016 for Yr 2 pupils shows results below

Expected standard	Reading	Writing	Maths
Boys	74%	60%	79%
Girls	82%	77%	89%

The Phonics Screening Check 2016 for Yr 1 pupils shows results below

Expected Level	Yr 1	Yr 2 retakes	2015 Yr 1 (CPIS)
Boys	95%	75%	76%
Girls	93%	71%	87%

Community Cohesion

Objective : To ensure that all pupils are encouraged to develop greater awareness & understanding of different communities

Progress : Most classes are now linked to another class/school from as close as Fareham to as far away as Argentina. Experiences are shared through cards, photographs, letters, emails & visits.

