



Equality and Diversity Objectives 2016 – 2019



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 promote equality of opportunity & the achievement of high standards regardless of gender	We believe that all children should have the opportunity to pursue their talents & interests & achieve highly	Clubs do not reinforce gender stereotypes. Achievement gaps are 10% or less between boys & girls in Reading & Phonics.	Clubs take up & lists EYFS assessments Yr 1 Phonic Screening Check Yr 2 End of KS1 Teacher Assessment
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 Assemblies

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Date for review and re-publication: November 2019

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.



Equality and Diversity Action Plan 2016 – 2019



	Objective	Actions	By whom and when	Monitoring & evaluation
Racial Equality	* To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	<ul style="list-style-type: none"> Extend the range of multicultural books Ensure the use of multicultural dolls Display wider range of photographs of children from around the world through the school Facilitate learning about a range of faiths & beliefs Consider holding specific PSHE Days 	*En Mgr annually *EYFS Ldr annually *SLT & Fin Mgr from Sept 2017 *R.E. Mgr annually *PSHE Mgr & HT	HT to report to Govs with data from Behaviour Log incl. Racist Incidents & Bullying Allegations Govs Welfare Committee to evaluate & make recommendations
Disability Equality	* To help children become more aware of the range of disabilities & show respect & understanding for people with disabilities	<ul style="list-style-type: none"> Further links with charities & organisations that support people with disabilities Arrange for visitors with disabilities to work with pupils & staff Recognise & play 'sports for all' Liaise with & utilise Hearing Impaired & Visually Impaired Teacher Advisers 	*CoCo Ldr – ongoing *DHT 2017-2018 *P.E. Mgr 2018-2019 *Incl Mgr from Sept 2016	SLT to gather pupil views & attitudes through lesson observations & interviews Govs to evaluate through regular HT reports & opportunities to view Monitoring File
Gender Equality	* To promote equality of opportunity & the achievement of high standards regardless of gender	<ul style="list-style-type: none"> Develop separate Boys & Girls Reading Clubs Choose topics/assembly themes to fully engage both genders Develop the range of non-fiction books throughout the school & subscribe to First News & magazines for children Promote all children attending after school clubs e.g. girls at football Timetable watching of BBC NewsRound 	*En Mgr & Yr 2 CTs trial from Sept 2016 *Curr Mgr annually *En Mgr liaising with Library Service Aut 2016 *Fin Mgr April annually *DHT to monitor lists *Yr 1 Ldr Sept 2016	HT & DHT to monitor through regular data analysis & report to the Govs Pupil Achievement Team (PAT) Govs PAT to evaluate data & impact of actions to narrow achievement gaps
Community Cohesion	* To ensure that all pupils are encouraged to develop greater awareness & understanding of different communities	<ul style="list-style-type: none"> Develop links with partner schools Support Portsmouth FoodBank not just at Harvest-time Promote Fundamental British Values Invite people from different faiths into the school Use ethnic & British children as experts Use of Stubbington Study Centre for Yr 2s & possibly 'Forest School' for G & T pupils 	*CoCo Ldr & CoCo Govs *as above ongoing *CoCo Ldr ongoing *HT ongoing *R.E. Mgr ongoing *R.E. Mgr ongoing *HT 2016-2019	HT to meet regularly with Co Co Ldr & view File of evidence Govs to review school website Evaluation though review of the school's SIP & priority on Community Cohesion/FBV

Review of Progress Towards Achieving Equality Objectives – November 2017

Racial Equality

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Disability Equality

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Gender Equality

- * To promote equality of opportunity & the achievement of high standards regardless of gender

Community Cohesion

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