

Monega Primary School Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not as defined by Equality Act 2010

Equality strand (protected characteristics) : Disability, Gender, Ethnicity, Religion/Belief, Sexual orientation, Gender reassignment

Date: September 2022

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by: (date)
To close the attainment gap between all groups of learners.	Significant groups have been identified. FSM, Ethnicity, SEN & GT.	Identified children make good progress.	KI	PP provision CTG lead Boys achievement Lead SLT	On going
To target pupils who are stuck and slowing moving for specific intervention	We have two full time HLTAs that provide interventions for English and one for maths.	Improvement in retention and application of skills learnt. Increased levels of attainment for pupils in attendance.	KI	CTG policy Inclusion Policy	Yearly cycle Ongoing

<p>Ensure that all children access the full range of opportunities offered across the school.</p>	<p>All children have choices about other activities they can take part in eg; after school clubs. Some groups may encounter difficulties in accessing clubs or opportunities so we want to ensure equality of access.</p>	<p>Children and parents have clear accessible information and support to access all opportunities on offer.</p>	<p>DH/Inc ASD lead SENCO</p>	<p>Communication across teams.</p> <p>Monitor the way in which groups are formed and how decisions are made about clubs.</p> <p>Analysis of children accessing groups and any barriers apparent. Consultation with children about activities.</p>	<p>Yearly cycle Ongoing</p>
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Equality Objectives: 2. Foster Good Relations Between People who share a protected characteristic and those who do not as defined by Equality Act 2010

Date: September 2022

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by
To ensure that we raise awareness of protected characteristics with our pupils and directly educate them about Equality strands that feature heavily in their environment.	As a school we significant numbers of pupils with ASD. We raise awareness of autism in April formerly. We will also raise issues in assemblies of equality themes as they occur	That children are well informed about equality and can demonstrate this. Children should be able to talk about equality strands and talk well about those that are clearly present in their environment.	KI	ASD Inclusion	SLT and the Inclusion team
Increased parental involvement in children's learning by further curriculum initiatives.	Parents have been involved in attending workshops	Parents have greater knowledge of the curriculum and the ways that we teach and children learn at Monega	CJ MP	T&L Curriculum	SLT

Equality Objectives: 3. Eliminate Unlawful Discrimination, Harassment and Victimisation as defined by Equality Act 2010

Date: September 2022

Objective	Current situation	Success criteria	Lead Person:	Links school policy or school development/ improvement plan	Actioned by (date)
Further work on Online safety and cyber-bullying with staff, parents and children.	Online safety policy in place and AUP's ready to be signed. School is using curriculum guidance for work as part of PSHE policy.	Online safety work embedded in PHSE policy and whole school training around the relevant issues and how to deal with incidents. More work with parents about their role and responsibilities.	Online safety lead Computing Lead SLT	Computing curriculum SPD safeguarding section	Computing Co-ordinator to ensure all aspects of policy are in place. PHSE Co-ordinator to ensure all elements are incorporated into policy and PHSE curriculum.
Revisit our Disability Equality training and ensure all staff have regular opportunities to attend and extend their understanding of all issues.	Disability equality training was completed 3 years ago and needs to be updated for existing staff and any new staff. Some staff have a high level of understanding of all issues but this is variable across the school and within different staff groups.	All staff to have a very good understanding of disability equality issues and how these can be addressed and challenged within our community and wider school opportunities.	DH		Training for all staff groups and raise awareness of all the issues involved. Develop monitoring systems to ensure equality of access to all school, extended school and community opportunities for all groups.