

St Francis Catholic Primary School



Equality Policy Objectives

Jesus said *'Love one another as I have loved you'*

St Francis School is a loving community, respecting every child and adult and caring for God's World, as we help each other to do our best and grow together in Christ.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

EQUALITY OBJECTIVES: 2014 - 2017

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): e.g. whole school, girls, boys, SEN, staff etc	Action:	Who's responsible?	Dates from and to:	Milestone/ progress:
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To register schools and progress towards the Unicef Rights Respecting Schools Award	Senior Leadership Team (SLT) and Governors	Oct 2014 – Oct 2015	
Eliminate unlawful discrimination, harassment and victimisation Equality of opportunity	All	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff.	Improved data collection and analysis on staffing issues Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Undertake equality impact assessment on policies and practices relating to recruitment and staffing and ensure alignment with local authority guidance Improved data collection and monitoring of equality information relating to staff	SLT	March - July 2015	Meeting held with Personnel and twilight session for staff on importance of equality monitoring booked
Advance equality of opportunity	Disability	To understand the needs of disabled visitors to our school and enable better access where it is reasonable to do so.	Improved access and communication with disabled parents/carers	Disabled parents/carers	To gather pertinent information for the purpose of improving access for disabled members of our school community.	SLT and Parent group	Oct-Dec 2014	
Advance equality of opportunity	Other	To improve the attainment of pupils eligible for pupil premium	Improved attainment	Children eligible for pupil premium	Collate and analyse data relating to attainment by target group	SLT	Mar 2015-Jan 2016	Reviewed RAISE online data and equality data report Reviewed 'closing the gap' with regard to achievement

Signed (Chair of Governors):	Name: Mrs Lyn Collins	Date: September 2014
Signed (Head):	Name: Mrs S. Ginzler-Maher	Date: September 2014
Next Review: Autumn 2015		