



# St Augustine's Catholic Primary School

## Equality Objectives

Date:	September 2023
Next review:	September 2027
Please also see the KCSP Equality Information and Objectives on our website, together with the Anti-Bullying Policy and the Accessibility Policy.	

<b>Objective 1</b>	<b>Why this objective has been chosen</b>	<b>How we will achieve this objective</b>	<b>When and how we will know when progress is being made</b>
To increase staff, pupil and governor understanding of equality and protected characteristic	It is important that all staff and governors are fully aware of their duties under the Equalities Act.	Provide annual training for all staff /governors on equality and protected characteristics.	All staff will be aware of the protected characteristics.
<b>Objective 2</b>	<b>Why this objective has been chosen</b>	<b>How we will achieve this objective</b>	<b>When and how we will know when progress is being made</b>
To ensure that of incidents of bullying are dealt with effectively including prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.	Racial and religious diversity in school has increased in recent years. Proportion of children with a SEND has increased in recent years.	<p>All staff to receive training annually to increase vigilance and understanding of reporting procedures.</p> <p>All children to participate in national Anti-Bullying campaigns throughout the year. Promotion of school's Catholic values embedded in all learning and social contexts.</p> <p>Children will respond to a 'Safe at School Junior Survey' at the beginning of Term 3 and the end of Term 5.</p>	<p>All incidents of reported bullying will be registered and dealt with in accordance with school's Anti-Bullying policy.</p> <p>Results will be reported Local Governance and KCSP.</p> <p>Each child will produce at least one piece of work per campaign to demonstrate their understanding and commitment to anti-</p>



			<p>bullying principles and aims.</p> <p>Reported conflicts and incidents of bullying will be low and the children themselves will resolve a high proportion of conflicts.</p> <p>Survey data will: Report that &lt; 10% of children surveyed feel they have been bullied during current school year. &gt; 90% of children report that adult intervention and/or peer conflict resolution is effective in preventing reoccurrence.</p> <p>Survey data will show high degree of confidence in school's systems to prevent/solve bullying.</p> <p>Low number of reported racist, homophobic or sexist language</p> <p>Input from class team will inform school's safeguarding planning and response</p>
		<p>Monitor the use of racist, homophobic and sexist language by students</p> <p>Class team will provide check-ins and SLT will be accessible during children's breaktimes and throughout the school day</p>	
Objective 3	Why this objective has been chosen	How we will achieve this objective	When and how we will know when progress is being made
To close gaps in progress and	Generally, children eligible for Pupil	Progress and attainment for	The progress of disadvantaged



<p>attainment between all pupils and groups of pupils; especially children eligible for - pupil premium, children with special educational needs and disabilities, looked after children, Young Carers and those from minority ethnic groups.</p>	<p>Premium are attaining significantly lower than children who are not eligible for Pupil Premium.</p> <p>Progress in maths for children with an SEND is significantly below that of children without SEND.</p> <p>Young Carers have been identified as a potentially vulnerable group.</p>	<p>children eligible for pupil premium, children with special educational needs and disabilities, looked after children, Young Carers and those from minority ethnic groups will be prioritised during ongoing monitoring and target setting.</p> <p>Ongoing monitoring of all school activities including trips and clubs to ensure that all children are able to access and participate.</p> <p>Review teaching methods and maths resourcing for children with an SEND</p>	<p>children in all subjects will align with that of non-disadvantaged children.</p> <p>The attainment of children who do not have a SEND but whose families are eligible for Pupil Premium will be aligned to that of non-disadvantaged children.</p>
<p>Objective 4</p>	<p>Why this objective has been chosen</p>	<p>How we will achieve this objective</p>	<p>When and how we will know when progress is being made</p>
<p>To promote cultural development and understanding through a rich range of experience, both in and beyond school.</p>	<p>Growing public awareness and societal development to promote equality.</p>	<p>Enhance our existing coverage of other faiths to include presentations by visitors and whole school celebrations.</p>	<p>Children's understanding and appreciation of other cultures and faiths will increase and this will be reflected in their work, in particular through comparisons of the Catholic faith and other faiths.</p>