

ASTON ALL SAINTS C OF E PRIMARY SCHOOL
EQUALITY STATEMENT OBJECTIVES
2016 – 2019

In the short term,

- All school staff have received training to raise awareness of the new Single Equality Policy
- The policy is published on the School Website to raise awareness with parents and other stakeholders
- A governor has responsibility for Equality in school

All schools are required to set three objectives to cover the period 2012 - 2015

Equality Objective One [*Equality – gender pupils*]

To ensure that there is equality of opportunity for all girls and boys and not allow stereo types to influence the structure of a group.

How: to maintain the positive current positive practice in school eg extra curricular activities, multi cultural events eg Indian Café Day, special mentions assemblies celebrating children’s achievements in and out of school and continue to offer a range of school curriculum and after school activities which interest boys and girls and allow them to reach their full potential both academically and socially. Take account of pupils’ views annually and make adjustments accordingly and where practicable and possible.

Outcome: boys and girls will have access to a range of activities which interests and engages them. This will have a positive impact on their achievements in the core and wider curriculum as well as socially and emotionally

Equality Objective Two [*Equality – workforce*]

We recognise that it is important to have a workforce that represents both male and female and that we need to increase the opportunities for our children to have male role models within the school environment, both amongst the school workforce and volunteers.

How: Workforce

- To continue to analyse applications made for posts both teaching and support staff re male/female. We will endeavour to attract male staff when we next recruit, by closely monitoring at each stage of the process, particularly at the application, short listing, interview and job offer stage.
Volunteers/after school activities
- To actively encourage male volunteers to work in school both during the school day or for after school activities

Outcome: There will be greater opportunities for children to work with male role models

Equality Objective Three [*Equality – community*]

Raise awareness of and promote positive attitudes towards different groups within the local and wider community to lessen prejudice.

How: to provide opportunities for our children to integrate/socialize and work alongside other groups of children and adults eg children from a special school, older/retired people in the local community, children visiting the local nurseries with a purpose. Through the planned curriculum have opportunities to learn about and meet people from other faiths and ethnicities

Outcome: children and staff will have a raised awareness, understanding and empathy for other groups within the local and wider communities.