

Christ Church CE VA Junior School



Growing in Faith, Learning and Love



Equality Action Plan 2017-19

Public Sector Equality Duty	Equality objectives	Actions	How will the impact of the action be monitored	Responsibility	Time scale	Progress Summary
Eliminate discrimination, harassment and victimisation	Ensure that all children feel safe at school	<ul style="list-style-type: none"> • Pupil survey • Parent survey • Junior Leadership Team and School Council actions • Nurture support available with Learning Mentor • PSHE lessons • Ongoing worship themes • Further develop working relationship with parents • Robust induction for new children and staff • Playleaders role developed • Continuation of Y3 buddy system • Anti-bullying week • Safer Internet Week • Behaviours which discriminate, harass or victimise pupils are challenged by all staff 	Decreased numbers of reported bullying incidents and reported racist comments. Improved % of children reporting they feel safe at school.	HT and governors	January 2017-21	
Eliminate discrimination, harassment and victimisation	Raise awareness of homophobic discrimination	<ul style="list-style-type: none"> • Participation in Stonewall Schools project • Staff to receive training and information from 'Valuing All God's Children' report • In house training through Stonewall project • Posters/messages around school promoting respect for all • Ongoing worship themes 	School is a 'Stonewall Champion' Reduction in reported incidents of bullying or name calling	HT SLT	January 2017-21	
Foster good relationships between groups	Promote a wider understanding of the diverse world in which we live	<ul style="list-style-type: none"> • Additional curriculum opportunities e.g. Chinese New Year, Africa Week, Anti-Bullying Week • Embedded curriculum opportunities within topics • Opportunities for diversity embraced at all times • Visits to Bankfield Care Home • Continued close work with Christ Church • Charity activities in response to world events • Diocesan links with school in Mara, Tanzania 	Children have an increased respect for all types of diversity	HT	January 2017-21	
Accessibility to premises	Facilitate the use of specialist equipment as necessary to meet the needs of all pupils	<ul style="list-style-type: none"> • Work with specialist services when required • Provide specialist equipment where possible, within financial constraints available • Make any timetable adjustments necessary • Transition plans in place for entry to and exit from KS2 	Disability does not preclude attendance and full participation	HT	Ongoing as required	