

**CATHERINE INFANT SCHOOL  
EQUALITY OBJECTIVES 2017-2020**

<b>Equality Strand</b>	<b>Action</b>	<b>Success Criteria</b>	<b>By Whom</b>	<b>Time</b>	<b>Achieved/Success</b>
<b>All</b>	To publish and promote the equality plan to all stakeholders.	All stakeholders to have access to published equality plan.  Stakeholders to have opportunities to assess the impact of the plan, influencing the evaluation process and future target setting.	Headteacher to organise and delegate.	Published in April 2017	SENCO reviews the equality policy. Equality policy and plan published on the school website.
<b>All</b>	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in data that require additional support.	Pupil achievement for equality groups above national average, and where there are gaps these are narrowed through effective monitoring and intervention.	SLT  Subjects Leaders  Governing body	Termly/Yearly Data reviews  End of Year Data Reports	SLT analyse whole school data for all groups and compare to national trends. Subject leaders analyse pupil achievements in their annual data report. Governors monitor pupil outcomes throughout the year through school visits and feedback from Headteacher in full governing body meetings.
<b>All</b>	To ensure displays in classrooms and corridors promote diversity in terms of race, gender and disability.	More diversity reflected in school displays and materials for lessons across the curriculum.  Hall display to reflect diversity and range of cultures in the school.	SLT  Art Co-ordinator  School Staff	Ongoing (Display rota)	Display rota implemented across the school for every class to showcase their achievements in school. Hall display rota implemented to display celebration events that reflect different faiths e.g. Harvest, Christmas, Diwali, Eid, Vaisakhi, Chinese New Year.
<b>All</b>	To ensure all pupils are given the opportunity to make a positive contribution to the life of	All school events have pupils from all groups participating, with monitoring of groups where there is less take up.	SLT  School Staff	Ongoing	After school clubs, trips, special visits, Wow days, projects such as

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	the school.				Attenborough Arts and Forest Schools.
<b>Race Equality Duty</b>	To identify, respond and report racist incidents.	Staff, parents and pupils are happy with the effectiveness of response given by the teaching staff/SLT.	Head Teacher	Ongoing	All incidents are reported on CPOMS and governors are informed of any incidents in the Headteacher report.
	To report the figures of any incidents to the Governing Body.	Staff followed guidance consistently and effectively as outlined above.	School staff (Monitored by SLT)	Ongoing	
		Governors are informed regularly of any recorded incidents regarding the equality groups.		Termly	
<b>Gender Equality Duty</b>	To ensure opportunities arranged within school have an appropriate balance between girls and boys particularly in sporting events.	Equal representation/opportunities for boys and girls.  Clubs are accessible to boys and girls with improved rates of participation in clubs where there is a stereotypical association.	SLT, School Staff, PE Co-ordinator and club leaders.	Ongoing	PE Co-ordinator and office staff monitor the make up the clubs.
<b>Disability Equality Duty</b>	To ensure pupils with a disability are actively involved in school activities eg clubs.	Pupils with a disability are participating in extra-curricular activities.  Pupils, parents and staff have opportunities to meet and discuss relevant issues before commencing a new school year.	Class Teacher  SLT, School staff	Ongoing  Summer 2	All children are given equal opportunities to all aspects of school including extracurricular activities.
<b>Community Cohesion</b>	To celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Eid, Diwali, Vaisakhi and Christmas	A programme of assemblies organised and special days celebrated.  Visitors from different groups to enhance the curriculum and broaden the children's understanding of the local and global community.	SLT, RE co-ordinator, SMSC Leader	Ongoing	Assembly rota, long term planning and wow days increases pupil awareness of different communities and faiths.

**Interim review:** March 2019

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**Full Review:** April 2020 (Alongside the Single Equality Policy)