

Haytor View Community Primary School & Nursery

Equality Objectives 2018 – 2019



Learning together - enjoying success - aiming high - celebrating difference – enriching community

AIM

To deliver our school's core values of: Learning together - enjoying success - aiming high - celebrating difference – enriching community

RATIONALE

The governing body and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious believe.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem is not acceptable. Further to this, any behavior, comments or attitudes which is pejorative, offensive, critical, disparaging or belittling in a specific or unspecific (general) terms is not tolerated.

We aim to provide equal access to high quality provision and service, ensuring that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where diversity is celebrated.

All members of the school community are responsible for promoting the school's single equality policy and are obliged to respect and act in accordance with the policy.

TARGET SETTING

Our targets are based on an audit of records and observations from 2017 – 18, observation/evidence raises concerns that our children and families need to be supported and equipped to deal with all forms of diversity.

We will engage staff, pupil and parent voice in developing the school's response to implementing the objectives, so we provide an environment in which all members of the school community feel safe and respected.

Objective One

Wave 1 Provision is broadened to support children with a diagnosis of Autism or Communication and Interaction difficulties

Objective Two

Children and Parents where English is not their first language access: the curriculum; information about their child's progress and how they can support them

Objective Three

School Annual Planner reviewed to ensure annual events support raising awareness of equality and diversity, providing opportunities to actively make pupils aware of discrimination and its effects.

Objective Four

Objectives form part of School Improvement Plan with clear processes and timelines for monitoring and evaluation. There are clear feedback mechanisms to ensure that stakeholders are informed about the outcomes of equality objectives.