

# New City Primary School

## Equality Objectives

March 2017

**New City Primary School Equality Objectives: 1. Advance equality opportunity between people who share a protected characteristic and those who do not.**

Spring 2017 - Spring 2021

Objective	Current situation	Success Criteria	Lead person	Links to SDP or Action Plan
Develop effective assessment systems to enable effective identification of groups which may be falling behind	Reading and Maths Age tests were introduced in Sept 2016. An effective pupil tracker, SPTO, was introduced autumn 2016. These systems are becoming embedded and teachers are being supported in identifying underperforming pupils and groups.	Teachers to be able to use data to support planning for all children	Associate Head Teacher	SDP Key priority 3
Improve the quality of teaching particularly for identified groups	Quality first teaching is improving rapidly as evidenced by T&L reviews. Teachers are becoming increasingly aware of target groups	100% of teaching Good to Outstanding	HT	SDP Key priority 2
Establish protocols for Diminishing the Difference work.	A senior leader has been identified who will work closely with other members of SLT to develop effective practices	Attainment gaps identified and measures in place to close the gaps	AHT -D+D	SDP Key priority 2
Ensure that all children are able to access the full range of opportunities offered across the school.	A programme of after school activities is being developed and work on a 'first come ' basis. The school doesn't currently monitor the take up of opportunities by specific groups of children.	Children and parents have clear accessible information and support to access all opportunities on offer.	DHT	SDP Area of focus p7
To raise aspirations for parents and children in all groups across the learning community	Work with Yrs 5 and 6 has begun through IntoUniversity. Projects to encourage aspiration further down the school needs to be developed through a programme of speakers and workplace experiences	All children will have experience of work based projects throughout their time at New City	DHT	SDP Area of focus p7

**New City Primary School Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not.**

Spring 2017 - Spring 2021

Objective	Current situation	Success Criteria	Lead person	Links to SDP or Action Plan
Increase parental involvement in children's learning	Currently communication systems are being developed to increase parents' understanding of the curriculum and how it is taught	Programme of Parent workshops undertaken. Curriculum on website - both in entirety and as an easily accessible version. Parent termly overviews sent home	Associate Head Teacher	
To bring together parents from all of the cultures and countries represented in school through shared International and festival events	A number of parent events are run each year for Eid, Christmas etc.	To extend the events by holding regular nonspecific International events where communities are able to come together to share foods and cultures	SLT	
For children to be aware and tolerant of each other's religions	A new RE coordinator has recently taken up post. The RE curriculum is in place and some visits are planned	As part of the RE curriculum arrange visits to places of worship and enable visitors to talk about their beliefs	RE coordinator	RE coordinator Action plan
Ensure that all staff have had relevant Disability Equality training	A new SENCO has recently taken up post. Staff training is being planned.	All staff to have a very good understanding of disability equality issues and how these issues can be addressed and challenged	SENCO	SENCO Action plan

**New City Primary School Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation.**  
 Spring 2017 - Spring 2021

Objective	Current situation	Success Criteria	Lead person	Links to SDP or Action Plan
Ensure that there are effective measures to prevent misuse of IT	All staff sign AUP. All children and parents have signed the relevant AUP. Online safety is incorporated in the Computing scheme of work	Staff to have had up to date Online Safety training. Children and parents are aware of how to protect themselves online.	Computing coordinator	Computing Action plan
Review and implement New City Behaviour policy	Policy in place Nov 16 - on-going staff training. Children aware of expectations.	Behaviour policy regularly updated and all members of the learning community have an understanding of the policy Data regarding behaviour regularly collected and shared with all teaching staff	DHT	