



**Nelson Primary School**  
Inspiring Ambition, Achieving Success

**Equality Objectives March 2018**

**Advance equality of opportunity between people who share a protected characteristic and those who do not**

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To improve the attainment of higher achieving disadvantaged pupils.	Progress tracked through 'Pupil Progress Meetings'.  Priority for after-school clubs.  Priority for after-school tuition.  School Council.  Debate Mate.  Maths Challengers.  Children's University	CPD – Collaborative Learning and Research groups.  Monitoring – ongoing  Book scrutiny  Subject scrutiny  SEN PPMs  Subject leaders in New Vision Trust to share good practice.	Year Group Leaders	<u>Priority 1</u>  Work collaboratively with the leadership of schools within the New Vision Trust in order to improve the quality of provision and outcomes.  <u>Priority 2</u>  Improve the progress and	
Ethnicity	√						
Pregnancy/Maternity							
Sexual Orientation	√						
Religion/Belief	√						
Gender Reassignment	√						
Gender	√						

			<p>Book scrutiny.</p> <p>Valuable Vocabulary training</p> <p>Embedded Reciprocal Reading.</p> <p>Targeted intervention for pupils not achieving greater depth.</p> <p>Use of Pupil Voice tool with vulnerable pupils.</p> <p>Learning Review Days</p> <p>Children encouraged to enter local and national competitions.</p> <p>Comprehension homework.</p> <p>Gap analysis of assessment data.</p> <p>Junior Debate team.</p>			<p>attainment in reading of the children identified within the High Prior Attainment group.</p> <p><u>Priority 3</u></p> <p>Improve the teaching and learning of reading comprehension.</p> <p><u>Priority 4</u></p> <p>Develop the learning challenge curriculum cross-curricular themes with a focus on knowledge, skills and understanding.</p>	
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			Computing club for girls. Booster groups. Increased reading time in class.				
		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To improve the independence of all pupils, with and without SEN.	Use of TEEP strategies. School Council. Debatemate. Learning Review Day. Independence of children with and without SEN in and out of the classroom. More flexible TA support. Community-based enrichment	Lifeskills programme for children in KS2 with significant needs.  SEN INSET SEN Pupil Progress Meetings  Introduction of new SEND Support Plans  Introduce Headstart scheme	Middle Leadership Group (MLT)	<u>Priority 1</u> Work collaboratively with the leadership of schools within the New Vision Trust in order to improve the quality of provision and outcomes.  <u>Priority 3</u> Improve the teaching and learning of	
Ethnicity	√						
Pregnancy/Maternity							
Sexual Orientation	√						
Religion/Belief	√						
Gender Reassignment							
Gender	√						

			<p>activities for all children.</p> <p>Additional Teacher for Y2-6 SEN group, using sensory approaches to learning and incorporating life-skills.</p> <p>Additional Teacher and TAs trained in Intensive Interaction, SCERTS, Lego Therapy.</p> <p>Fairplay House for Year 6</p> <p>Provision of a lift to all floors.</p>			<p>reading comprehension.</p> <p><u>Priority 4</u></p> <p>Develop the learning challenge curriculum cross-curricular themes with a focus on knowledge, skills and understanding.</p> <p>Inclusion Policy</p>	
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		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To develop methods of recording the attainment of children with disabilities.	Purchase of individual iPads for children in the Resource provision and those in receipt of High Needs Funding.  Implementation of '2Build a Profile' software to record attainment of children with disabilities and evidence base.  Outcomes of Annual Reviews.  Use of 'B Squared connecting Steps' to record attainment of pupils on P Scales  Use of Proficiency Development Scales for pupils with significant needs.	Renew licence of '2Build a Profile'  Train all support staff in use of '2Build a Profile'  Introduce SEND Support Plans  Implement SEN Early Help record.	Deena Osborne	Inclusion Policy	
Ethnicity							
Pregnancy/Maternity							
Sexual Orientation							
Religion/Belief							
Gender Reassignment							
Gender							

			Alternative means of recording ideas of children with fine motor difficulties.				
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**Foster Good Relations Between People Who Share a Protected Characteristic and Those Who Do not**

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To implement 'Integrated Neighbourhood Working'.	Successful transition to 'integrated neighbourhood working'.  More cohesive approach to safeguarding, including effective communication with other professionals.  Regular 'Team Around the School' meetings	Introduce SEND 'Early Help Records'.	Designated Safeguarding Lead (DSL)	Safeguarding policy.	
Ethnicity	√						
Pregnancy/Maternity	√						
Sexual Orientation	√						
Religion/Belief	√						
Gender Reassignment	√						
Gender	√						

			Implementation of the 'Early Help' process CAMHS Outreach Worker Family Support Worker				
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		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To further develop parental engagement with school.	School Website.	SEN Coffee Afternoon  Support parents in requesting Statutory Assessments/EHC Plans	Senior Leadership Team (SLT)	<u>Priority 1</u>  Work collaboratively with the leadership of schools within the New Vision Trust in order to improve the quality of	
Ethnicity	√		Twitter				
Pregnancy/Maternity	√		Weekly Newsletters				
Sexual Orientation	√		Learning Review days				
Religion/Belief	√		Whole school events				
			Volunteers				
			Conversation group				

Gender Reassignment	√		ESOL classes Lift to all floors.	Subject leaders in New Vision Trust to share good practice.		provision and outcomes.	
Gender	√		Parental meetings/workshops.				

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To further develop the outdoor play facilities.	Provision of a range of equipment	Increased range of outdoor equipment.	Senior Midday supervisor		
Ethnicity	√		Increased TA support to model and supervise activities.	Training for support staff in outdoor engagement with children.			
Pregnancy/Maternity							
Sexual Orientation	√						
Religion/Belief	√						
Gender Reassignment	√						
Gender	√			Garden area.			



**Eliminate Unlawful Discrimination, Harassment and Victimisation**

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To implement the 'PREVENT' duty, through training.	PREVENT Risk assessment.	Update PREVENT Duty risk assessment	DSL	Safeguarding Policy	
Ethnicity	√		PREVENT Training for all staff				
Pregnancy/Maternity	√		Review of policies in relation to PREVENT.				
Sexual Orientation	√		Visitor safeguarding leaflet.				
Religion/Belief	√						
Gender Reassignment	√						
Gender	√						

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability	√	To encourage independence through 'Pupil Voice'.	Embedding of TEEP strategies. School Council. Debatemate 'Pupil Voice' tool used by PSWs. Pastoral Support Workers. CAMHS Outreach Worker. Growth Mindset approach embedded.	Introduce Headstart scheme.	SLT	<u>Priority 4</u>  Develop the learning challenge curriculum cross-curricular themes with a focus on knowledge, skills and understanding.	
Ethnicity	√						
Pregnancy/Maternity							
Sexual Orientation	√						
Religion/Belief	√						
Gender Reassignment	√						
Gender	√						

		Objective	Current Situation	Actions	Lead	Links to school policy or SIP	Outcome
Disability		To further promote 'British Values'.	Curriculum planning.	INSET	Rhian Dickeson	<u>Priority 4</u>  Develop the learning challenge	
Ethnicity							

Pregnancy/Maternity			Whole school events.			curriculum cross-curricular themes with a focus on knowledge, skills and understanding.	
Sexual Orientation			Assemblies.				
Religion/Belief							
Gender Reassignment							
Gender							