

ST OSMUND'S MIDDLE SCHOOL **Equality Objectives 2018-2022**

Equality Objective	Staff	Action	Resources	Success criterion
To publicise Equality Objectives 2016-2020 and disseminate policies dealing with racist incidents and equal access to the curriculum	PA, SB & SLT	Policies to be published on the school website. Dissemination of content to be revisited through regular staff INSET sessions and as part of the induction package to new staff	Time slots to maintain staff awareness / manage input onto school website	Policies fully embedded within the working of the school. All staff are aware of how to access policies and familiar with their content
To ensure all groups (gender, ethnicity, disability) are having their learning needs met with extra provision when pupils fall behind	SLT & whole staff	Continuous monitoring of ALL pupils by SLT and middle managers; regular scrutiny of PP children by Year Leaders; interventions to be used for individuals / groups when specific needs are identified (ie academic, behavioural, social, emotional..) to maximise learning opportunities	Regular time slots for monitoring / analysis; Employment of resources for highlighted interventions	Learning opportunities are maximised for ALL children – catering for specific needs of all individuals; children show optimum progress in line with their peers locally and nationally.
To maintain records of racial and bullying incidents; exclusions and suspensions; school trips and extra-curricular activities by gender, ethnicity, age and disability.	SB, SS & School Admin system	Records to be maintained by key staff; SB (racial incidents); SS (exclusions / suspensions); school admin team (school trips / extra-curricular)	Time for updating data onto school admin system + analysis	Records / data can be accessed for the criterion as listed
To maintain UNICEF 'Rights Respecting School' Level 2 status	PA & FB	Continued practise of children's rights being at the forefront of the school; regular assemblies, themes and events to promote the ethos – where possible driven by the children ('Student Voice')	Time / finance to run themed days / events promoting RRS	The school can continue to be identified as a RRS Level 2 school in appearance, ethos and ambassadorial role within the local community
To ensure the school environment includes displays reflecting the multicultural nature of British society and reflects the achievements of both men and women	SLT & whole staff	Encouragement of all members of the school community to contribute to displays highlighting multiculturalism and British achievement from as wide a spectrum of society as possible. 'School Council' to take a lead in monitoring this.	Time to compile and monitor displays	Regular 'Learning Walks' witness a school environment displaying multiculturalism and British achievements of ALL members of society; regular reference to these aspects as part of school assemblies and themed events

