

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

Equality Objective	Staff	Action	Resources	Success criterion
1) To publicise Equality Objectives 2016-2020 and disseminate policies dealing with racist incidents and equal access to the curriculum	GBi, PAb, SBe & 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 Website updated annually	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
2) To ensure all groups (gender, ethnicity, disability) are having their learning needs met with extra provision when pupils fall behind 2021 update – To narrow the gap identified in handwriting between boys and girls annually	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 Interventions with identified pupils. 1:1 and smaller group teaching. Whole school approach to cursive handwriting across ALL subjects. Identify areas where boys engage better and promote/increase these.	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. Closing the gap between boys and girls. Data will show progress.
3) To maintain records of racial and bullying incidents; exclusions and suspensions; school trips and extra-curricular activities by gender, ethnicity, age and disability.	SBe, SSs, GBi & School Admin system	Records to be maintained by key staff; SBe/GBi/SSa/PAb (racial incidents); GBi (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 Available in HT report and on SIMS.
4) To maintain UNICEF 'Rights Respecting School' Level 2 status	PAb & GBi	Continued practice of children's rights being at the forefront of the school; regular assemblies, themes and events to promote the	Time / finance to run themed days / events	The school can continue to be identified as a RRS Level 2 school in appearance, ethos and

<p>2021 – We no longer subscribe to this body but maintain the ethos in our new Behaviour Policy (2019) together with our 'Ready, Respectful, Safe' mantra.</p>		<p>ethos – where possible driven by the children ('Student Voice')</p> <p>New Behaviour policy rolled out across school and embedded, non-punitive and relationships-led</p>	<p>promoting RRS</p> <p>Time / whole school staff engagement</p>	<p>ambassadorial role within the local community</p> <p>Data & evidence gathered from Anti-Bullying ambassadors, community projects.</p> <p>The schools renewed Vision and Values work.</p>
<p>5) To ensure the school environment includes displays reflecting the multicultural nature of British society and reflects the achievements of both men and women</p>	<p>SLT & whole staff</p>	<p>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.</p>	<p>Time to compile and monitor displays</p>	<p>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</p> <p>New historical timeline installed in 'the street' representing diverse figures from all areas of society.</p>
<p>NEW:</p> <p>6) To identify and plan remedy of accessibility issues around the school where possible.</p> <p><i>Reviewed Sept 2021 by Emily White (Chair of Governors)</i></p>	<p>PA</p>	<p>- -Plan/forecast works -Look at new technology -Adapt classrooms for hearing impaired -Individual assessment on new pupils with access needs.</p>	<p>Time and finance/grants available.</p>	<ul style="list-style-type: none"> • Work already completed: signage (particularly toilets) - braille symbols fixed to cubicle doors • Stripes put on edged of steps / trip hazards across the site • Technology introduced to school (including Braille Hub, Perkins Braille, Note Touch ipad..) • Vision Support (VSS) and Hearing Support (HSS) site visits and risk assessments compiled prior to children attending • lighting upgrades and furniture adjustments VSS/HS