

Equality Objectives and Action Plan



Our Vision and Aims for Equality and Diversity

'We will treat everyone at St Luke's School fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and enjoy'

St Luke's School is committed to tackling discrimination in the whole school community by:

- Tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation [in relation to age the focus is about their employer function and not their school duties]
- Advancing equality of opportunity
- Creating good relations between different groups

Equality Objectives

1. When curriculum planning we will consider the needs of all pupils including their disabilities, gender, race and religion and beliefs and ensure fair access to all including:
 - a. Ensuring all children have access to class visits
 - b. Creating opportunities within the curriculum to celebrate the pupil's differences
 - c. Review our Religious Education Curriculum to ensure it allows opportunities for the children to learn about and understand the diverse needs of the school community
2. We will endeavour to support all children and their families whose home language is not English by:
 - a. Pupils: Teaching early language skills to enable children to develop their English Language skills
 - b. Families: Provided interpreters for meetings between home and school
3. When developing policies and reviewing policies we will ensure that the diversity of the whole school community is considered and that they ensure equality for everyone that the policy covers

Date: 15th May 2022

Review Date: June 2024

Equality Action Plan

Objectives Intent	Persons Responsible	Activities	Success criteria
1. Ensure that all groups make progress at the same rate	AS/NH	<ul style="list-style-type: none"> • Develop Evidence for Learning as a tracking and assessment tool • Review children's progress through monitoring Evidence for Learning and through Pupil Progress review meetings • Ensure new tracking systems monitor progress of different groups e.g. boys/girls, ethnicity, pupil premium and implement interventions/review quality of teaching if specific groups are not making the same progress as others 	All children, regardless of ethnicity, religion, gender or economic background will make similar levels of progress
2. To further develop the school's role in promoting and celebrating the diverse backgrounds of its pupils	AS/PJ/AF/NH	<ul style="list-style-type: none"> • Develop a calendar of activities that is based on the race and religion of pupils at St Luke's and includes opportunities to celebrate religious festivals of the different groups at St Luke's • Plan celebration events in conjunction with the school community, involving parents, staff and local community groups • Identify a Curriculum Diversity Lead • Develop opportunities in the curriculum where children can speak positively about their diverse backgrounds 	All children will have a positive image of themselves and be proud to celebrate their cultural differences in a safe and caring school environment
3. Ensuring the school's core value of 'Champions for Every Child' is at the heart of our activities and that the curriculum reflects our inclusive ethos	AS/NH	<ul style="list-style-type: none"> • Revisit school values with all staff, promoting an ethos of inclusivity and support for children regardless of their race, religion or background • Develop a section of the school website to promote the core value of "Champions for Every Child" which highlights all of the work we do to promote this 	Adults will champion all children and pupil surveys will highlighted that children feel valued at St Luke's
4. Promote pupils understanding of identity, diversity community and equality by developing a culturally inclusive curriculum which celebrates equality and diversity	AS/NH/MK/GN/All teachers	<ul style="list-style-type: none"> • Identify and train a Curriculum Diversity Lead • Review each curriculum topic to ensure that is accessible to all • Ensure that each curriculum topic includes opportunities to promote pupils understanding of their identify and the diverse community for which they belong • Develop a calendar to promote cultural diversity (see above) 	All children will access a curriculum which promotes and teaches diversity and equality
5. Maintain and extend opportunities for 'Pupil Voice' – creating a safe environment where pupils can speak about difficult / controversial issues	TH/PJ	<ul style="list-style-type: none"> • Develop opportunities for Pupil Voice with PSHE lessons, early morning and end of day circles and during snack times • Create a programme to develop children's skills to be able to talk about any issues that are affecting them. • Ensure children are developing communication skills throughout the curriculum, which in turn will enable them to be able to speak about any issues they have 	All children will be taught how to and have opportunities to be able to communicate about issues that concern them

6. Review and develop the RE curriculum to ensure it enables children to learn about and understand the diverse needs of the school community	AS/NH	<ul style="list-style-type: none"> • Revisit the RE curriculum and ensure it allows children to develop an understanding of the religious practices and views of the school community. • Ensure new RE curriculum is in line with the North Lincolnshire SACRE 	All children will access an RE curriculum which teaches them about different religious practices and beliefs
7. Raise achievement of all children through developing partnerships with parents, carers and families	AF/PJ	<ul style="list-style-type: none"> • Develop a family support team who will work with families to support a range of areas at home, including diet, behaviour, sensory differences, sleep, meeting physical and health needs, accessing the community and accessing services (including short breaks and overnight respite care if required) • Re-introduce coffee mornings and include a focus on supporting different areas of home life • Invite parents to school events, including celebration events and cultural events • Develop a series of family support workshops to support families, focussing on diet, behaviour, sensory differences, sleep, meeting physical and health needs, accessing the community and accessing services 	Families will be supported to be able to meet their child's needs
8. Ensure all school visits are planned so that all children can attend	AS	<ul style="list-style-type: none"> • Develop a checklist for visit planning which addresses a series of items that need to be considered when planning visits • Ensure the checklist includes information about supporting medical needs, physical needs, diversity and equality • Ensure staff members consider the educational outcomes of the visit and ensure they can plan appropriate activities for all children 	All school visits will be accessible to all children in their group
9. Promote effective transition into school, through school and from the school for all children	AS/PJ/NH/TH/KC/SO	<ul style="list-style-type: none"> • Further develop the school's transition package to include a clear plan of how each child will transition into St Luke's ensuring that their social, cultural, medical and physical needs will be met • Develop a list of key questions to ask at parental transition meetings to ensure that the child's varying needs can be met upon entry to school • Include information related to diversity within the class to class transition package • Develop a package to support children who are leaving St Luke's, to ensure an effective transition to their new school 	There will be effective transition into St Luke's, through St Luke's and when leaving St Luke's

These objectives were written: 15th May 2022.

These objectives will be reviewed: June 2024.

These objectives were agreed by the governing body on 19/5/2022