

Linacre Primary School
Equality Act Objectives 2012 to 2015

Links to PSED	Protected Characteristics	Aims	Objectives	Target Group	Action	Who's responsible	Dates	Milestones/ Progress
All aims of the duty	All protected characteristics	Increase pupils, staff and governors awareness of legal and human rights and the responsibilities that underpin society	For pupils to understand they have rights, how they can exercise their rights link to responsibilities	All pupils, staff and stakeholders	To register school progress towards the UNICEF Rights Respecting School award	Senior Leadership/ governors	Nov 2012- Nov 2014	
All aims of the Duty	All protected characteristics	To increase the participation of pupils/students from minority, vulnerable backgrounds in school life	Increase the diversity of pupils/students involved in the decision-making processes of the school	Minority, marginalized and vulnerable pupils/ students	Identify which groups are underrepresented in the school council and/or pupil voice processes within the school. Set up groups of pupils/students to develop actions which will improve participation	Head of PSHE/ Learning mentor nominated governor	Jul 2012- Apr 2015	
Eliminate unlawful discrimination, harassment and victimisation. Equality of opportunity	All protected characteristics	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of	Improve data collection and analysis on staffing issues, staff reporting, improved sense of inclusion	School applicants and all school staff including volunteers	Undertake equality impact ass/mts on policies and practices relating to recruitment and staffing. Improved data +collection +monitoring of equality info relating to staff	Senior Leadership/ governor	Sept 2012- Jun 2013	Meeting held with personnel and twilight session for staff on importance of equality booked

		pupils, staff and applicants						
Eliminate unlawful Discrimination, harassment and victimisation	Sexual orientation/ race/ gender identity/ disability/ religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	Students feel safer as reported in Safer Schools Survey, as they feel incidents will be dealt with . Increased staff confidence in tackling issues. Accurate reporting protocols/ rates	Whole school- BME/ LGBT /SEN pupils/ students or those from a faith background.	To review and update existing policies and practices relating to bullying(EQIA) Better staff training To help develop skills in identifying and challenging homophobia. Promotion of hate crime reporting amongst pupils/students	Senior leadership/Governors Anti bullying lead School council	Sept'2012- July 2013	Staff attended antibullying / equality training sessions
Advance equality of opportunity	Gender	To promote career opportunities which challenge gender stereotyping	Positive changes in work experience options/ course	Whole school	Promote activities that explore gender stereotyping in careers	All staff	Apr'2012- July 2013	
Advance equality of opportunity	Gender	Improve the standards achieved by boys at the end of each key stage	Equality of standards achieved by boys and girls	Boys	Strategy to promote boys learning that underpins all actions Promote boy friendly themes Track progress of boys termly and identify relevant themes/ intervention CPD for all staff to promote achievement of boys	Teachers	September 2012 to July 2015	Monitoring of standards Evaluation of training
Advance equality of opportunity	Race	Improve attainment of ethnic minority groups	Improve attendance and attainment by this group	Ethnic minority pupils and parents	Collate +analyse data relating to attainment/attendance Work with approp. Ethnic minority	Senior Leadership Nom. Teacher Governors	April 2012- April 2015	Review curriculum and materials

					groups to identify strategies for improvement			
Fostering good relations	Age	Improve understanding and challenge stereotyping between young and older people	Increase positive attitudes towards both groups. Joint initiatives/programmes	Whole school	Links with U3A and develop projects in the local community	Senior leadership and all teachers	January 2013 to July 2015	Establish cohesion group to look at cohesion related activities and projects
Fostering good relations	Age	To promote good relations between people from all backgrounds	Improve understanding of Sefton's diverse communities Increased positive attitudes towards disabled people Improve tolerance of other religions and other religious beliefs	Whole school	Link up with other schools from different geographic/demographic location for joint project work/activity. Make use of positive imaging to promote equality. disability imaging form PSHE packs. Invite reps. From disability groups to meet and interact with pupils/students Introduce cultural events / religious festivals into school	Senior Leadership Governors parents	Apr 2012 Apr 2013	Identified schools in other areas. Held staff training on using positive imaging to promote equality. Established contact with Complementary Education Team in Sefton to access their range of services.