Part 3

Bridekirk Dovenby

Equality Objectives

Action Plan

2021 – 2025

Part 3 – Equality Objectives For Bridekirk Dovenby School (2021 – 2025)

Equality Objectives Plan

Link to Public Sector Equality Duty	Protected Characteristic/ Equality Group	Aim	Objective	Target Group (s): e.g. whole school, girls, boys, SEN, staff etc.	Action	Who's responsible ?	Dates from and to:	Indicator of Achievement
All aims of duty	All	To Equality Impact Assess all policies, procedures and practices with emphasis on attainment levels and students from vulnerable groups.	To enable the school to address the needs of diverse and vulnerable groups at risk of disadvantage and set priorities accordingly.	Whole School	Undertake **Equality Impact Assessments** on those policies, procedures and practices which remain outstanding	SLT	Sept 2021 – 2024 undertake Impact Assessment	All policies, procedures and practices equality Impact Assessed, and action points identified and recorded.
Eliminate unlawful discrimination, harassment and victimisation fostering and improving good relations	Sexual orientation/ race/gender identity/d /religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying. To ensure children have a greater understanding of British Values and Protected Characteristics	Pupils feel safer as they know incidents will be dealt with fairly and promptly. All parents are happy with the way school deals with incidents and know their children are safe. Increased staff confidence Accurate reporting rates	Whole school and specifically vulnerable and equality groups	Review and update existing policies and procedures relating to bullying. Ensure continuing professional development for staff to develop skills in identifying and challenging prejudice-based bullying. Staff who have previously attended Stonewall training to model use of course materials and support other staff in use of lesson plans/materials Provide workshops and SMSC / PSHE lessons for children throughout the year. Promotion of hate incident recording to pupils. Frequently share and educate children to be aware of and learn from their understanding of British values and The Protected Characteristics	SLT Governors Class teachers	September 2021 – July 2022 Sep 2023	Record is available to report any instances. Staff attend training and are able to access and use course materials. Discussions with the children / Displays etc Assemblies Picture News

Appendix D

All aims of Duty	All	Improve displays and other images in the school to promote and reflect diversity in terms of all equality groups.	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, visitors and pupils	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. Ensure the curriculum promotes role models that young people identify with and reflects the diversity within the school and in the wider community. Change labels on doors – Inclusive toilet - not disabled Improve recording and reporting of incidents of all types of discrimination using CPOMS	All staff	September 2021 - ongoing Assembly focus Nov 2022 - response Actioned 2024	More diversity reflected in school displays across all year groups and communal areas. India Display 2022 Increase in pupils participation and confidence
Equality of learning for all disabled pupils	Disability & SEND	As any child with a disability to review the environment to ensure any barriers are removed	Ensuring all children have equal opportunities to fulfil their potential	All pupils with any barrier to learning	To implement any necessary changes to the school environment. Staff to ensure school activities are accessible to all. Access to provision elsewhere if not immediately available within school. Karen Brew trained re Braille Braille machine secured - FM Nov 2022 Habitation work undertaken by specialist teacher 1:1 OT supporting school Review and adjustment to specialist tables and chairs in the link room	Headteacher and SENCo.	Sept 2021 - ongoing Summer 22 White lines for FM Repeat summer 2025 Improve access in Sensory Garden 2024	All pupils will be able all access areas of school to fulfil their potential. Specialist equipment will be used where required to support learning
Advance equality of opportunity	Disability/All	To increase social and emotional skills for pupils/students with behavioural, emotional and social difficulties (BESD)	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils/students with BESD	Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills Introduce nurture groups for the most vulnerable ELSA training Nov 22 Nurture Group training - JF & KB Improved Whole School understanding of Behaviour – New Policy disseminated – Paul Dix Training / CPD undertaken by CofG • SMSC toolkit disseminated	SEL co-ordinator Cof G	September 2021 – July 2022 Use of Family Action Spring 2022 Pastoral Group ELSA children Identified	Improved classroom behaviour. Reduced challenging behaviour and reduction in need to physically restrain Better understanding by staff regarding sensory and BESD needs

					• Play for De-escalation – resources • Therapeutic Language skills - disseminated		2023 2024 2025	
All Aims of Duty	Race	To increase coverage of black and brown achievement and embed in curriculum.	For pupils to see examples of black and brown authors, scientists and musicians regularly throughout the year, not just Black History month.	Whole School	Ensure staff are aware when curriculum planning and aim to include an example annually, without being tokenistic. Also, to highlight their role in history; i.e. Many Roman soldiers were African and Middle-Eastern Use books I school which help t reflect this New library to reflect the diverse culture in Britain Improved work with Anti-racist Cumbria	All Staff	Sept 2021 – July 2022 Staff Meeting – The Fell We Climb resource **2024** New Library Autumn 2024	More diversity reflected in pupils learning. And their learning environment Improved understanding of culture outside Cumbria
Date Action Agreed:	December 2021 / December 23 / November 2024			**Date Agreed for Review:**	Reviewed Dec 22 / Reviewed Dec 2023 / Reviewed November 2024			