

ST FRANCIS CATHOLIC PRIMARY SCHOOL
Single Equality Objectives Report Format – Update March 2023

Actions	Success Indicators	March 2023 Update
<p>Ensure all staff and governors have read and are implementing the Equality Policy and working towards the Equality Objectives.</p> <p>Parents are aware of the school Equality Objectives.</p>	<p>Staff and governors are aware of equality issues and discuss these in meetings.</p> <p>Staff are familiar with the principles of the Equality Policy and use them when planning lessons and creating displays.</p> <p>Equality Objectives are reviewed annually with information published on the school website to demonstrate how we are meeting our aims.</p>	<p>Equality Policy placed in staff room and all staff reminded that it is there via email.</p>
<p>Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns emerging that require additional support for pupils.</p>	<p>Analysis of termly teacher assessments.</p> <p>Class data will demonstrate how the gap is narrowing for specific equality groups.</p> <p>Analysis of end of Key Stage results by specific equality.</p>	<p>All staff look at progress and attainment of all pupils and it is discussed at pupil progress meetings.</p> <p>All pupils treated equally and interventions and support given when required.</p>
<p>Ensure that the curriculum promotes role models that young people positively identify with, which reflect the school's diversity in terms of race, gender and disability.</p>	<p>All children are engaged positively in lessons.</p>	<p>All children are engaged in lessons – walks by Head teacher around school.</p>

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Ensure that displays in classrooms and communal display areas promote diversity in terms of race, gender, disability and ethnicity and reflect our school community.	Displays in classrooms and across the school are reflective of our diverse school community	Flags in hall and hello in a variety of languages in reception. Reception Class celebrated Chinese New Year with a parent in to help.
Ensure all pupils are given equal opportunities to make a positive contribution to the life of the school e.g., through involvement in school responsibilities, school performances.	Pupil responsibilities analysed to ensure equality groups are represented	All roles elected fairly by teachers and/or pupils.
Identify, respond to and report racist incidents as outlined in the Policy. Report figures to the Local Governing Board on a termly basis.	Consistent nil reporting is challenged by the Governing Board. Any reported incidents are reported to the leadership team, head teacher, local governing body and local authority. Incidents are fully investigated, and measures are taken to ensure no repeat incident.	All racist incidents dealt with according to our positive behaviour policy and reported.
Make adjustments to building and equipment as necessary for new pupils that join the school with disabilities.	Individual children with disabilities are accessing learning and play alongside their peers, are present in whole school assemblies and are making good progress.	All our children can access learning and play alongside their peers.

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Ensure SEND register of children who are disabled is correct following consultation with parents.	Increased awareness of the range of disabilities represented within the school community	SENCo vigilant on ensuring all children access their learning.