

# LING BOB J, I & N SCHOOL - EQUALITY OBJECTIVES

April 2017

**(To be reviewed April 2018)**

At Ling Bob J, I & N School we are committed to ensuring equality for all pupils, staff and those accessing the school. We believe that diversity is a strength which should be respected and celebrated by those who learn, teach and visit here.

These objectives have been drawn up to support our Equality Policy and will be reviewed every two years.

**1) To provide an inclusive learning environment where all pupils are able to reach their full potential.**

Actions:

- We will analyse the attainment and progress of pupils to enable us to identify any significant differences in attainment between different groups, e.g. by gender or ethnic group.
- We will put interventions in place to target any groups identified as under-achieving, e.g., providing additional literacy support for children new to English.

**2) To act as a resource base for the provision of teaching for visually impaired (VI) children.**

Actions:

- We will ensure that staff training remains up to date to support VI children.
- We will ensure that any building alterations or new building work continue to comply with accessibility requirements.
- We will continue to forge links with specialist staff at the LA and in other agencies to support our VI provision.

**3) To challenge and eradicate any instances of discrimination and harassment within school.**

Actions:

- We will ensure that both staff and children are empowered to speak out and feel supported if they are the victim of bullying, discrimination or harassment.
- We will ensure that we have clear procedures in place for dealing with bullying or any prejudice-related incidents and that staff are made aware of these.

We will ensure that all staff are adequately trained so that they are able to confidently deal with incidents in an appropriate manner. All staff training requirements are reviewed ensuring that appropriate training is undertaken regularly. This training will be reflected in training records.

**4) To engage with all parents/carers and pupils and ensure that our school is welcoming and accessible to people from all communities.**

Actions:

- We ensure that all pupils in the school are able to voice their opinions and suggestions via initiatives such as the School Council.
- Our programme of parental engagement includes initiatives such as coffee mornings, 'strengthening families course', an employed Family Support Worker for Early Years, the Pastoral Care team, and parental questionnaires.
- We are seeking to fill the vacancies for parent governors on our governing body by raising the profile of the governing body.

The governors will receive reports to enable them to monitor progress against these objectives on an regular basis.