

## OCKLYNGE EQUALITY OBJECTIVES /ACTION PLAN: 2015 - 2018

Link to Public Sector Equality Duty	Aim:	Action	Outcomes	Person responsible	Dates
All aims of duty	To ensure there is adequate participation of pupils from minority backgrounds in school events.	Analyse representation in the School Council. Proactively encourage members of any under-represented group to stand for election in next school year.	Members of all minority groups feel fully involved in school work and life and any interested stand for election to school council. There is a wide diversity of pupils from all backgrounds taking an active part in school life.	Deputy head	Annually in June and September.
Eliminate any unlawful discrimination, harassment and victimization.	To prevent all hate incidents and prejudiced based bullying but respond appropriately to any that do occur.	To update and amend PSHE policy and practice as required and ensure a prominent place for this in the curriculum. To maintain a school focus on international link work. To monitor action taken following any incidents of prejudice based bullying. To analyse the results of any surveys of pupil or parent opinion. Annual meeting of all children from minority groups to discuss issues of bullying, involvement, etc.	High quality lessons planned and delivered.  Link work embedded in the curriculum.  Students feel safe in school and feel any prejudice based incidents will be dealt with appropriately.	PSHE coordinators.  Humanities coordinator SENCO  Head  Deputy head	Annually.
Fostering good relations	To ensure LGBT pupils are accepted and homophobia is challenged.	To utilise 'All Of Us' resource in PSHE as necessary. To monitor behaviour logs for incidence of homophobia and respond appropriately.	PSHE programme and assemblies are inclusive.	PSHE coordinators SENCO	Jan 2015-July 2018
Advance equality of opportunity	To increase social and emotional skills for pupils/students with BESD (Behavioural, emotional and social difficulties)	Continue to train staff in Oasis and SEN Team to deliver small group work sessions to support targeted pupils in developing social and emotional skills as necessary. Develop skills and impact of Parent Support Worker.	As pupils progress through school they exhibit an improved ability to handle difficult situations and there is a reduction in any classroom disruption.	SENCO	Jan 2015-July 2018
Fostering good relations	To promote good relations between people from different backgrounds.	Make use of disability images pack in PSHE. Inclusive assemblies. To maintain a school focus on international link work.	Good understanding of, and positive attitudes towards, disabled people and diversity within the wider world.	PSHE coordinators. Humanities coordinator.  Deputy Head	Jan 2015-July 2018