



Park Brow Equality objectives 2023-2026

Objective 1

Strive to achieve equality of opportunity for all adults and pupils, regardless of age, gender, ethnicity etc.

<p>To achieve this objective we plan to:</p>	<ul style="list-style-type: none"> • Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. • Embed My Happy Mind across school to support the mental Health and wellbeing of pupils, staff and families. • Mental Health and wellbeing policy developed to support children who struggle to recognise and regulate their emotions and to ensure staff consistency in application of policy. Staff code of conduct in line with policy. • General CPD opportunities for all and bespoke CPD to meet complex needs of individuals. Engagement with professionals behaviour outreach, EP, ASC support
<p>Progress towards this objective</p>	<ul style="list-style-type: none"> • Inclusion Quality Mark achieved Autumn term • My Happy Mind now forming part of school life- celebration assembly • App now available

Objective 2

Educate all about discrimination and prejudice and promote a harmonious environment built on mutual respect.

To achieve this objective we.....	<ul style="list-style-type: none"> • Ensure collaboration and sharing between school and families and to identify people who may need reasonable adjustments, working in partnership to accommodate need • Through direct teaching across the curriculum – see planning cycle and progression documents. • We aim to meet this objective with particular reference to issues of equality and diversity – see PHSE scheme of work Plan • Jigsaw scheme, raising profile of the Kirkby child • All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school’s Equality Plan. • All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images • All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the SLT • Increase the number of positive role models in the school as a means of motivating identified pupils • To ensure that opportunities exist within our school curriculum to learn about & celebrate different cultures/ethnic backgrounds
Progress towards this objective	<p>Kirkby child certificate awarded weekly within celebration assembly</p> <p>Embedding Of My Happy Mind</p> <p>Links made between My happy mind and Jigsaw scheme</p>

Objective 3

Ensure that the recruitment of staff is in line with equal opportunity legislation.

<p>To achieve this objective we...</p>	<ul style="list-style-type: none"> ● New staff trained in safeguarding, behaviour approach, rewards and provision mapping when they start work ● Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. ● All staff members are obliged to act in accordance with the school's various policies relating to equality. ● We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. ● All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community. ● Safer recruitment training rolled out to all SLT Always 1 member of recruitment panel trained in safer recruitment <p>Knowsley application form includes the following section on Equal opportunities monitoring –.</p> <p><i>We believe that the decision to appoint should be based upon the requirements of the job and whether an individual's skills, experience, qualifications and abilities make them the most suitable candidate. We do not believe that an applicant's ethnic origin, colour, religion, sex, disability, age, marital status, political or sexual orientation should have any effect upon their suitability.</i></p>
<p>Progress towards this objective</p>	<p>Safer recruitment processes adhered to All adverts direct reference to equality act Application process follows equality act procedures</p>

Objective 4

Ensure that the Governing Body of the school reflects that of the wider community.

To achieve this objective we...	<p>External Governor recruitment support regarding recruitment of Governors- ensuring diversity and appropriate representation of groups</p> <p>Reach out via different channels, poster, digital invite, targeted workplaces</p> <p>Including a wide range of voices in board meetings</p> <p>Nurture robust debate and ensure the needs of all sections of the school community are well represented.</p> <p>Ensure through recruitment process that people from many different backgrounds can get involved with governance and make a difference in their communities</p> <p>Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.</p> <p>New Governors receive training on the Equality Act as part of their induction, and all staff receive updates every September.</p>
Progress towards this objective	<p>Live recruitment process</p> <p>Clarity sought in appropriate constitution</p> <p>Creative recruitment process using variety of methods</p> <p>New board represents diversity of community</p>

Objective 5

Identify barriers to learning and participation, provide appropriately to meet diversity of needs.

<p>To achieve this objective we...</p>	<ul style="list-style-type: none"> ● Pupil progress meetings, targeted interventions, graduated response to need, ● Collecting and analysing data and specifically targeting and monitoring impact of additional support where required. ● Termly data submission and monitoring Provision Mapping ● Adaptive teaching methods ● Additional staff to support needs in Yr 2 and Yr 6 ● Pupil premium strategy ● monitoring / tracking ● Quality, measurable interventions <p>To model teaching and learning behaviours that promote aspiration and maximising potential and ensure children can access through appropriate adaptations</p> <p>Weekly Inclusion Team Meeting- leads on safeguarding, Early Help/family support, attendance, SEND – identification of barriers and actions to overcome EAL – Dedicated staff member to support engagement of EAL team Support from staff BO SALT, OT, LST & EP Regular SEND learning walks,</p>
<p>Progress towards this objective</p>	<p>Targeted interventions in place Adaptive/fluid approach to intervention and use of staff</p>