

### Outcomes of the Equality Objectives Action for 2018-20 AVENUE JUNIOR SCHOOL

Objective One	Meets Which Criteria?	Approach	Measure	Responsibility/Timing	Outcomes
To prevent and respond to all hate incidents and prejudice-based bullying	<p>Eliminate unlawful discrimination, harassment and victimisation</p> <p>Fostering good Relations</p> <p>FOR ALL PROTECTED CHARACTERISTICS UNDER THE 2010 EQUALITY ACT</p>	<ol style="list-style-type: none"> <li>1. Ensure continuing professional development for staff to develop skills in identifying and challenging</li> <li>2. Promotion of prejudice-based incident and language reporting to students in class and in assemblies</li> <li>3. To increase the children's understanding of what racism is and how to report and respond to it</li> <li>4. Participation in the Learn Equality Live Equal programme to challenge homophobic, biphobic and transphobic bullying and prejudice</li> </ol>	<p>Children and staff reporting cases of bullying or prejudice-based incidents</p> <p>Measured and analysed during each term, discussed at staff meetings and reported to TLP committee</p> <p>This process to inform CPD and classroom practice</p> <p>Regular staff training and advice to ensure <b>all</b> staff have the right skills to deal with incidents of prejudice-based language/bullying and feel confident in challenging discrimination</p>	<p>All staff with the support of PSHE Lead &amp; Head</p>	<ol style="list-style-type: none"> <li>1. Prejudice-based incident training in 2019 for all teaching and support staff including MSAs. Breakdown of prejudice-based incidents shared and discussed with teaching staff and regularly reported to TLP committee.</li> <li>2. Assemblies, Circle Time &amp; PATHS lessons to improve the pupils' understanding of prejudice, to encourage reporting and a culture of zero tolerance to prejudice. Prejudice-based incidents measured and analysed during each term, discussed at staff meetings and reported to TLP committee</li> <li>3. Show Racism the Red Card day marked by the whole-school in October 2020. This is to be an annual focus for anti-racism conversations with pupils.</li> <li>4. Programme completed and the school's work highlighted as case study of excellent practice on the Learn Equality, Live Equal website: <a href="https://learnequality.virtualdisplayboard.org.uk/">https://learnequality.virtualdisplayboard.org.uk/</a></li> </ol> <p>N.B. Our new action plan will include an objective on building a culture of anti-racism in school which is a continuation of this work on prejudice-based incidents and racism.</p>
Objective Two	Meets Which Criteria?	Approach	Measure	Responsibility/Timing	Outcomes

To improve the attainment of pupils eligible for Pupil Premium	To advance equality of opportunity  OTHER	See Pupil Premium action plan	Improved attainment of children eligible for Pupil Premium  Improved attendance of children eligible for Pupil Premium with identified attendance issues  Collate and analyse data relating to attainment by target group	Claire Baber  Michael hooper	See Pupil Premium Action Plan outcomes. See the section on our website for further information: <a href="http://www.avenuejuniorschool.org/about-us/pupil-premium/">http://www.avenuejuniorschool.org/about-us/pupil-premium/</a>
<b>Objective Three</b>	<b>Meets Which Criteria?</b>	<b>Approach</b>	<b>Measure</b>	<b>Responsibility</b>	<b>Outcomes</b>
To promote good relations between people from different backgrounds	Fostering good Relations  FOR ALL PROTECTED CHARACTERISTICS UNDER THE 2010 EQUALITY ACT	<ol style="list-style-type: none"> <li>1. To continue to be a lead school in the local Schools of Sanctuary network and embed the Schools of Sanctuary principles across the whole-school</li> <li>2. To help build community cohesion by engaging with our local community and exploring local history</li> </ol>	<p>JB to organise Norfolk Welcomes 2019 and engage more schools in the School of Sanctuary network</p> <p>Opportunities to interact with other schools and a broad cross section of our local community</p> <p>JB to lead Schools of Sanctuary local history project</p> <p>Review and update citizenship and human rights</p>	Jake Rose-Brown	<ol style="list-style-type: none"> <li>1. NW19 delivered successfully with 60+ schools taking part. Number of schools who have been recognised as Schools of Sanctuary in Norfolk has grown to 14 including our feeder school Rec Road. CNS have attended a recent meeting about becoming a School of Sanctuary. Due to Covid restrictions in 2020 a change of model and strategy for the annual day of learning – Norfolk Welcomes became A Day of Welcome. 30+ schools participated. Since 2018, 103 Norfolk schools have participated in the ‘Welcomes’ days. Anglia Ruskin University have committed to long term funding of the project.</li> </ol> <p>Our school highlighted as a lead school in the network in the first national Schools of Sanctuary newsletter in January 2020. JRB invited to join the national steering committee for Schools of Sanctuary.</p>

		<p>3. To build the children's understanding of difference and discrimination their rights and responsibilities</p>	<p>education elements of the curriculum</p>		<p>In our curriculum redesign Schools of Sanctuary has been a focus and teachers have started to embed the principles as a strand of work across all year groups and subjects. Governors have considered and approved a commitment to the principles of Schools of Sanctuary and JRB has applied for the school to be re-awarded as a School of Sanctuary (3 year award). See Schools of Sanctuary award application 2021 for further details.</p> <p>2. Collaborative Schools of Sanctuary history project carried out involving Year 4 and Hellesdon High School – A Patchwork of Strangers. Year 4 presented on refugee migration histories at Wensum Junior School's history conference. JRB organised an annual inclusive football tournament for Norwich schools. In 2019 Football Welcomes Tournament involved 4 primary schools in 2020 it was due to involve 8 and to be hosted by UEA SportsPark but was postponed due to Covid. Pupils and some parents involved in local history research project Havens East <a href="https://havenseast.org/">https://havenseast.org/</a> See Schools of Sanctuary award application 2021 for further details of all of these and more examples.</p> <p>3. Trip to Houses of Parliament in 2018 and 2019 for members of the School Council members and the Equality &amp; Wellbeing Action Group. In 2020 online webinar to all pupils in Year 6 from Houses of Parliament.</p>
--	--	--	---	--	---

					<p>All Year 6 pupils given an Amnesty International pink passport – a pocket-sized booklet of all the articles of the Universal Declaration of Human Rights.</p> <p>Assemblies, Circle Time &amp; PATHS lessons to improve the pupils' understanding of difference and discrimination, rights and responsibilities.</p> <p>Our curriculum redesign has a renewed focus on equality and inclusion with strands of work on citizenship and human rights education being incorporated.</p>
--	--	--	--	--	---