



# Equality Objectives

Sept 2023-Sept 2025

| NUMBER | OBJECTIVE   | ACTIONS   | DATE             | MONITORING   | REVIEW               |
|--------|---|---|------------------|--|----------------------|
| 1      | <p>To ensure that the broad and balanced curriculum rooted in Christian values reflects the whole community positively and inclusively, including those from the protected characteristics.</p> | <p>Audit planning, to ensure account is taken of the ways in which protected characteristics can be viewed positively, notably with reference to Love, Dignity and Justice.</p> <p>Audit significant individuals studied to ensure diversity e.g. the astronomer Maggie Aderin-Pocock.</p> <p>Audit classrooms for representation of diversity in resources e.g. ethnicity of dolls; of texts; fiction and non-fiction.</p> <p>Ensure that activities are set up to be inclusive and promote success of all; evident across and throughout the curriculum.</p> <p>Use activities such as Wheelchair basketball and boccia in PE; references to the Orthodox church in RE to ensure that pupils without protected characteristics have a deeper understanding of others.</p> | From Autumn 2023 | <p>Accountability Panel 1 minutes</p> <p>Head teacher observations.</p> <p>Monitoring activities undertaken by SNMAT School Improvement Partner.</p> | Annually-summer term |

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| 2  | To ensure that that there is no significant difference in the progress made by individuals within the protected characteristics to that of their peers | <p>To analyse and review data annually and look at 3 year trends<br/>To use information from analysis to inform provision; liaison with subject leads, class teachers and SENCO</p> <p>To employ strategies such as quiet areas to promote mental wellbeing of pupils with additional needs so that learning opportunities are maximized.</p> <p>To roll out training in Signs and Symbols to all staff.</p>   | From Autumn 2023 | Accountability Panel 1<br>Pupil progress report termly HT minutes   | Summer 24; 3-year trend particularly in comparison to previous data. |
| 3. | To ensure that staff have training needs, in relation to Equality of Provision, met  | <p>Undertake staff audit, especially upon recruitment of new staff.</p> <p>Include Equality statement and policy within staff induction.</p> <p>Review curriculum policies in relation to the above.</p> <p>Ensure SEND needs are high profile in staff development and pupil progress meetings; dedicated SENCo time to disseminate latest findings and professional development.</p> <p>Regular meetings between SENCo and SEND governor.</p> <p>Regular meeting between class teacher and teacher responsible for Looked after children, those with a social worker and between class teachers and HT re progress of children in receipt of pupil premium: ensure needs of these pupils are high profile in staff training.</p> | From Autumn 2023 | Accountability Panel 1 minutes<br>Staff and governor training logs. | Spring 2024  |