



Equality Objectives

Sept 2022-Sept 2025

NUMBER	OBJECTIVE	ACTIONS	DATE	MONITORING	REVIEW
1	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>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 Spring 2023	Accountability Panel 1 minutes Head teacher observations. Monitoring activities undertaken by SNMAT School Improvement Partner.	Annually-summer term

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	To analyse and review data annually and look at 3 year trends To use information from analysis to inform provision; liaison with subject leads, class teachers and SENCO To employ strategies such as quiet areas to promote mental wellbeing of pupils with additional needs so that learning opportunities are maximized. To roll out training in Signs and Symbols to all staff.	From Spring 2023	Accountability Panel 1 Pupil progress report termly HT minutes	Summer 23; 3-year trend particularly in comparison to previous data.
3.	To ensure that staff have training needs, in relation to Equality of Provision, met	Undertake staff audit, especially upon recruitment of new staff. Include Equality statement and policy within staff induction. Review curriculum policies in relation to the above. Ensure SEND needs are high profile in staff development and pupil progress meetings; dedicated SENCO time to disseminate latest findings and professional development. Regular meetings between SENCO and SEND governor. 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.	From Spring 2023	Accountability Panel 1 minutes Staff and governor training logs.	Spring 2024