

Equality Objectives for January 2019 – January 2021

objective	Responsibility	Actions	Success Indicator	Timing	Review Date	Impact
To increase staff's understanding of equality and its implications on a day to day basis, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act 2010	Head and Assistant Head	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	Attainment gaps will continue to reduce to country averages	Autumn Term 2019	June 2020	All staff and governors aware of legislation and responsibilities of all stakeholders.
To increasingly involve a number of staff, parents, pupils and other interested parties in the development of our equality provision. Build up trust so that our learners, parents, carers, and other stakeholders feel able to contribute to the development and review of all policies and practises affecting the life of the school and its impact within the wider community.	Head and Assistant head SEMH lead	Create a working group of staff, learners, parents and governors to investigate and take forward ideas to improve equality access across the school.		Ongoing	Annually from June 2019	All staff, governors, parents and learners actively involved in creating positive change in aspects of equality provision
To reduce prejudice and increase understanding of	HT SLT	Identify opportunities in the curriculum to look at other	Decrease in racial incidents	Ongoing	End of year	Greater understanding

<p>equality through direct teaching across the curriculum.</p>	<p>All class teachers and LSPs Governors Pupils Parents</p>	<p>cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use assemblies as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cups, Olympics, WW1 and WW2 events as an opportunity to explore other cultures.</p>	<p>as reported to the governing body.</p>		<p>annually from June 2019</p>	<p>and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training.</p>
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