

Equality Objectives 2021-2025



Outcomes	Actions to support achievement of outcomes What are we going to do to improve our practice? What support will we need?	Success Criteria How will we know we have been successful? What outcomes will we expect pupils/staff/parents to achieve?	Who is Responsible? For implementing and for collecting evidence	Evaluation Evidence Trail, analysis of impact on achievements
To ensure that staff, parents, children and the Governing Body are aware of current legislation surrounding diversity and equality and understand the school's responsibility under it.	Relevant statutory and nonstatutory policies reviewed with the staff, parents and the Governing Body as required.	Evidence that the governors and staff have considered equality issues; relevant documents agreed and ratified	Headteacher / Deputy Headteacher / designated member of Governing Body / staff	
To ensure that lessons provide opportunities for all pupils to achieve.	Monitor and analyse pupil achievement and progress by race, gender and disability and act on any trends or patterns emerging in the data.	No unfair bias detected in analysis of achievement by race, gender and disability. Annual data demonstrates the gap is narrowing for protected groups.	All Staff / Headteacher / Deputy Headteacher/SLT	
To ensure that diversity is promoted across the school.	Displays in classrooms and corridors to promote diversity in terms of race, gender and ethnicity. Provide enrichment opportunities for pupils represented in all protected groups to take part in activities and build positive interaction and achievement for all groups	Evidence of pupil participation, confidence and positive identity. Participation in extended school activities monitored; no unfair bias detected	Headteacher / Deputy Headteacher / SLT/SMT Curriculum Teaching and learning Leaders (TLL)	
To continue to increase pupils' awareness of different communities and cultures.	Celebrate cultural events (e.g. Diwali, Eid, Christmas, cultural parties) throughout the year, with photographs posted to Twitter and school website	Curriculum planning shows that these events are mapped into provision.	RE TLL/ PHSE TLL / Deputy Headteacher	