

Equality Objectives Action Plan Review – Summer 2016

Equality Objectives	Protected Characteristic	R	A	G	General Duty	Responsibility	Measurable success Indicator	Timing	Review Summer 2016
Highest possible standards/progress & learning	Gender Race Belief		X		PSED	Governors Head All staff	Raise-on-line Assessment Data (National Curriculum levels and EYFS Profile Data analysis (in-house) HIP assessment	October Termly On-going Termly	No evidence of discrimination. Occasional isolated under-performance by girls – esp Maths - Not a trend. Monitoring and close teaching differentiation to address.
Remove barriers to learning and participation – offer diverse provision.	Gender Race Belief Disability			X	PSED	Governors Head All staff Outside Providers	Parent Questionnaire Pupil Questionnaire Attendance registers of extra-curricular activities Staff observations Parent Workshops	Annual Annual On-going On-going	No evidence of imbalance/discrimination In questionnaire responses or workshop/meeting attendances. E.g. RJ did Marathon course in wheelchair School trip changed for CF sufferer
Educate all re: bias, prejudice & discrimination - empower all to oppose appropriately and effectively.	All		X		PSED	Governors Head All staff	Racist and bullying incident returns Lunch Club records Staff observations Anecdotal accounts Parental comments Values Education programme SIAMS report IV-bET award report	On-going	Values programme throughout. Protective Behaviour training as empowerment – whole school. 0 racist and bullying incident return > Summer '16 Lunch Club – not accessed Racist language very rare No concerns re staff observations or questionnaires SIAMS 6/15 – outstanding International Values-based Education Mark – July '16
Appointment of staff in line with Equal Opps legislation	All			X	PSED	Governors' Head SLT	Staff make up reflects the needs of the school and not a particular characteristic	As appropriate	Teaching appointments always – in line with Equal Opps. Safer Recruitment Training – HT – 25.2.13, DHT – 4.2.13. Govs. 22.2.10 (renewal not needed)
Ensure that the Governing Body reflects the wider community.	All			X	PSED	Chair of Governors' Head	The Governing Body is representative of the community – especially the Parent Body	As arising	Parent Governors appointed and 1 Foundation Governor – Sept. '15 – full quota None pending