



Review Date Planned	Review Date	Date adopted by Governing Body
		Jan 2018
Jan 2019	24th Jan 2019	24th Jan 2019
Jan 2020	22nd December 2019	15th January 2020
Jan 2021		New objectives needed January 2021

Equality objective	Action required	Success criteria	Actions completed
To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	<ul style="list-style-type: none"> - PSHE curriculum map to be adapted - Discussion in staff meetings of coverage in other subjects; all teachers to ensure it is covered in other areas 	<ul style="list-style-type: none"> - Subject leader planning trawls show that equality and diversity are being taught. 	Curriculum map adapted to include these issues, inc half-termly value and focus on diversity; issue discussed regularly. New RSE Scheme of Work for 2018 – 19 to include these issues
To narrow the gap between vulnerable groups of pupils (including disadvantaged children and those with SEND) and other pupils in their learning	<ul style="list-style-type: none"> - targeted action planned through SEND reviews, Pupil Premium Strategy and pupil progress meetings - interventions - teachers and teaching assistants pay attention in their planning and teaching to these children's needs at all times 	<ul style="list-style-type: none"> - gap narrows and makes progress towards being closed (shown through attainment and progress data) 	Progress is being made but more still needs to be achieved. Teachers and TAs are working hard to achieve it.
Raise awareness among all pupils of equality-related issues	<ul style="list-style-type: none"> - Staff meeting discussion about planning for assemblies, especially including topics relating to diversity - Teachers to build up children's knowledge of the success of people with difficulties (e.g. dyslexic people) through class teaching 	<ul style="list-style-type: none"> - Assembly audits show that they are covering a wide range of equality-related topics - Children are able to talk about people who have overcome difficulties and succeeded 	Assemblies regularly cover people with difficulties and how they overcome them, in the present and in the past. Regular chats in PSHE and circle time about this in all classes.
To raise staff awareness of equality considerations through training and increased, more formalised, opportunities to discuss and review the school's practice	<ul style="list-style-type: none"> - identify appropriate training materials / opportunities - deliver training and measure impact - discussion on the school's equality practice added to termly staff meetings 	<ul style="list-style-type: none"> - Training provided to all staff resulting in increased awareness of equality of personal bias. - Staff are able to feed back that they have been given increased opportunities to discuss any equality concerns. 	Autism training for all staff. Staff training on dealing with racism summer 2017 as a result of an incident at residential trip (perpetrator from another school). Annual updates. Staff training as part of review of RSE curriculum, Spring 2019

