

EQUALITY OBJECTIVES

Following our review of equalities in the school, the governing body has agreed the following Equality Objectives:

	Equality Objective	Success Criteria (how we will know we are making progress?)	Actions required to achieve objective
1.	To raise staff awareness of equality considerations through training to discuss and review the school's practice.	<ul style="list-style-type: none"> • Training provided to all staff resulting in increased awareness of equality and personal bias. • Staff are able to feedback that they have been given increased opportunities to discuss any equality concerns. 	<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 staff meetings.
2.	Continue to provide equal opportunities for all staff, particularly teaching assistants, in terms of professional development and training.	<ul style="list-style-type: none"> • Ensure all members of staff have participated in an appraisal process. • Staff members have been given the opportunity to identify personal development points. • The needs that have been identified are addressed or planned to be addressed. 	<ul style="list-style-type: none"> • Ensure all members of staff have participated in an appraisal process. • Staff members have been given the opportunity to identify personal development points • The needs that have been identified are addressed or planned to be addressed.
3.	To narrow the gap between vulnerable groups of pupils and other pupils, as identified through the Covid-19 pandemic and aim to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.	<ul style="list-style-type: none"> • Disadvantaged children identified. • Records of interventions implemented. • Records of intervention evaluation. • Rates of progress of PPD at least in-line with cohort. 	<ul style="list-style-type: none"> • Spreadsheet identifying PPD pupils created. • Specific interventions identified and implemented. • Regular monitoring of disadvantaged children's progress and evaluation of the impact of interventions.