



Thornford Church Primary School - Equality Objectives 2016 to 2020

Equality Objective	Reason / evidence	Changes sought	Proposed plan	Time line	Staff / Governor leading project	Date of Annual Report
1. To use the Equality Impact Assessment tool to evaluate school policy, practice and procedures	Currently no formal procedure for assessing the extent to which school processes are compliant with legal requirement in all school operations, including staffing.	<ul style="list-style-type: none"> • Introduce equality screening process • Link Equality & Diversity governor to work with staff lead – HT (<i>new HT – Sept 2015</i>) • Systematically evaluate all school policy, practice and procedures on a rolling cycle as policies are updated – <i>ongoing as policies are updated & added</i> • Provide evidence that the governors have considered equality issues alongside the agreed and approved documents 	<p>Add relevant information & documents to the Staff Handbook / Governors + all adult Inductions</p> <p>Policy review to include either screening or full EqIA evidence</p> <p>Publish EqIA objectives on school website</p> <p>Record progress with evaluating school documents via policy folder – <i>inform via full governors meetings</i></p>	<p>By the end of Autumn Term 2016</p> <p>As policies are reviewed & added</p> <p>By the end of the Autumn Term 2016</p> <p>Within Gobs minutes – each meeting</p>	HT – TBC / Martin Derrick (Chair of Gobs) / Gemma Cheyne (link Governor) + relevant staff as appropriate	<p>Summer Term Meeting – June 2015 & then annually</p> <p><i>Note – this is now within the standard full governors meeting cycle & proposed agendas</i></p>
2. To foster links with communities in other cultures	Given the predominance of a white, British culture, pupils need experience of a variety of communities and cultures.	<ul style="list-style-type: none"> - Understanding of a variety of communities, cultures - The ability to be tolerant of a modern British society which comprises a variety of peoples 	<ul style="list-style-type: none"> - Links with the curriculum / educational / lesson experiences – see <i>SDP & HT reports</i> - Links with other cultures / nationalities, e.g. London school, Asian school & French school – see <i>SDP</i> - Links with diverse communities within our local area – see <i>SDP & HT Reports</i> 	Mostly ongoing, but also see various SDP's (2013 – onwards) & <i>HT Reports + governors minutes</i>	HT & other relevant staff – See <i>SDP & HT Reports + full governors minutes</i>	Each Staff & Curr Committee Meeting as agenda item & then reported to full governors via Annual Report in June