

Thornford Church Primary School - Equality Objectives 2020 to 2024

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	To assess the extent to which school processes are compliant with legal requirement in all school operations, including staffing.	- Link Equality & Diversity governor to work with staff lead – HT - 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	Add relevant information & documents to the Staff Handbook / Governors + all adult Inductions Policy review to include either screening or full EqIA evidence Publish EqIA objectives on school website Record progress with evaluating school <i>via full governors meetings</i>	By the end of Autumn Term 2020 As policies are reviewed By the end of the Autumn Term 2020 <i>Within Gobs minutes</i>	HT – MM (link Governor)	Autumn Term 2020 –annually
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.	- Understanding of a variety of communities, cultures - The ability to be tolerant of a modern British society which comprises a variety of peoples	- Links with the curriculum / educational / lesson experiences – see <i>SDP & HT reports</i> - Links with other cultures / nationalities, e.g. French school – ASHA charity 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>	Reported to full governors via Annual Report in Summer
3. Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children	The gap between SEND pupils and non SEND pupils will be narrowed	Modify provision in order to meet all children's needs and interests. Specific interventions for English and Maths Improve parental engagement	Ongoing – see SDP	Advance equality of opportunity at Thornford School	See above	As above

Monitoring arrangements:
Ethos Governors Committee to monitor pupils understanding of British Values especially tolerance.
Compliance Governors Committee to monitor behaviour and bullying logs