



## Equality Objectives - 2024- 2025

Equality Strand	Focus	Planned actions	Timescale	Person	Monitoring	Success criteria responsible
All	All staff and LGB are aware of the Public Sector Equality Duty and of their responsibilities within it	Policy reviewed September 2024 and any updates shared with all staff to ensure all staff are aware of protected characteristics listed in Equality Act 2010, Single Equality Duty Policy and Action Plan	Autumn Term 2024 for current staff Induction for all new staff LGB at next meeting/ Induction of new LGB	HT LGB	HT Report to the LGB	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils
All	Promote the Equality Duty on the school website	Social media, School Newsletter	Autumn Term 2024	HT	Parent questionnaire end Summer 2025	Parents familiar with the Duty
All	Promote an understanding of the Equality Action Plan/Duty and implications for teaching and learning	Staff meeting Email policy/action plan to all staff	Autumn Term 2024	SLT	Staff questionnaire Summer 25	All Practitioners / LGB understand their duty to promote equality and close gaps for specific groups They have high expectations of all pupils
All	Policies reflect compliance with the Equality Duty	When policies are reviewed, they are evaluated for their compliance and cross referenced with Equality Duty	Autumn Term 2024 onwards	SLT	LGB meetings	Policies reflect Equality Plan

<b>All</b>	The Curriculum	Delivery of the agreed RE/PSHE/RSE curriculum different beliefs and those with a disability  Curriculum Evening  Meetings for Nursery/Reception	Autumn Term 2024 onwards	Class Teachers and Leaders of Learning	Monitoring, Learning Conversations, Book Looks, Looking at Learning, Pupil Voice Environment checks Evaluation of data to close gaps	Closing of gaps for vulnerable groups
<b>All</b>	Any initiative, club, special activity, assembly, sporting competitions musical initiatives, fundraising etc.	All staff aware of the need for equal opportunities for all pupils; gender, race, beliefs and disability.  Promote diversity across the school	Termly from Autumn 2024	All teachers	Office Administrators/ Teachers/SLT	A fair system is used across the school. All pupils encouraged to make a positive contribution

<b>All</b>	Pupil achievement is monitored by race, gender and SEN and disability and disadvantage and any trends or patterns in the data that may require additional action to narrow the gap are addressed	Data for all pupils is analysed termly by class teachers with SLT. This will feed into Pupil reviews.  Data analysis of achievement – LA, IDSR, FFT shared with leaders and LGB	Termly	Class teachers, SLT	reviews  Evaluation monitored by SLT – termly report to the LGB	Individual reviews show that the gap is closing for specific groups
<b>Race, Disability gender</b>	Pupil attendance monitored by race, gender, SEND ,disability and disadvantage and any trends or patterns in the data that may require additional action to narrow the gap are addressed.	Data for all pupils is analysed weekly by class teachers with Attendance lead and SLT. This will feed into pupil reviews	On going	Class teachers, SLT	reviews  Evaluation monitored by SLT – termly report to the LGB	Individual reviews show that the gap is closing for specific groups

<p><b>Race, sexual orientation, gender, religious beliefs</b></p>	<p>Identify, respond to and report racist, religious homophobic, transphobic, sexist, misogynistic incidents</p>	<p>Termly focus on bullying, cyber bullying, behaviour through PSHE/assembly themes/RSE</p> <p>School Council used to promote excellent attitudes</p>	<p>Termly</p>	<p>Class teachers</p>	<p>Trends noted in monthly SLT review</p> <p>Suspensions monitored closely</p>	<p>Incidents are dealt with swiftly</p> <p>SLT will use data to assess the impact of the school's approach</p> <p>Staff are confident to deal with racist, Religious, homophobic, transphobic, sexist, misogynistic incidents</p>
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