



Equality objectives statement action plan

Identified concern:	There is a lack of diversity on the staff and the children are not as exposed as they could be to celebrate differences in race.
Objective:	To increase awareness of, and have processes in place which effectively identify and promote, diversity in and around the school, promoting a culture of inclusivity and understanding.
Aim:	To ensure that pupils, parents and staff understand an accurate definition of bullying and ensure that school processes and procedures are effective in preventing bullying and tackling it should it occur.
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Review the Diverse nature of the Curriculum which was started in Autumn 2020 • Promote diversity through posters / displays / images used in lessons • Train staff so that they know how to effectively tackle incidents of racial discrimination • Promote a culture of inclusivity and understanding by encouraging open communication. • Ensure that pupils know who and how to report incidents of bullying to
Responsibility:	The headteacher will be responsible for developing this objective and implementing the appropriate actions alongside Subject Leaders who will take responsibility for diversity in the subject area.
Affected parties:	Any pupils and parents of pupils who are victims of disability discrimination will be asked how, in their opinion, the school can help to reduce prejudicial behaviour and promote a culture of understanding.
Timescales:	Autumn 2021-Summer 2022
Success criteria:	The Behaviour Log will show decreased / very little discrimination incidents.
Review:	Summer Term 2022

Identified concern:	The children are not exposed in school to people with physical disabilities
Objective:	To increase awareness of, and have processes in place which effectively identify and remedy, any disability discrimination, promoting a culture of inclusivity and understanding.
Aim:	To ensure that pupils, parents and staff understand an accurate definition of discrimination and ensure that school processes and procedures are effective in preventing discrimination due to disability and tackling it should it occur.
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Train staff so that they know how to effectively tackle incidents of prejudice • Ensure Equality Act 2021 can be seen around school • Promote a culture of inclusivity and understanding by encouraging open communication. • Ensure pupils understand the term discrimination • Ensure that pupils know who and how to report incidents of discrimination
Responsibility:	The headteacher, alongside the PSHE lead will be responsible for developing this objective and implementing the appropriate actions.
Affected parties:	Any pupils and parents of pupils who are victims of disability discrimination will be asked how, in their opinion, the school can help to reduce prejudicial behaviour and promote a culture of understanding.
Timescales:	Autumn 2021-Summer 2022
Success criteria:	The Behaviour Log will show decreased / very little discrimination incidents.
Review:	Summer Term 2022

Identified concern:	There is a gender gap within STEM subjects.
Objective:	To ensure that equal opportunities are given to all pupils in all subjects.
Aim:	To diminish the gap between the interests that boys display in Maths compared to girls and by closing the gap between girls and boys in Writing.

Action:	<ul style="list-style-type: none"> • Pupil Progress meetings to focus on the • Discuss at governors • Paired observations on how boys interact in Writing lessons • Paired observations on how girls interact in Maths lessons
Responsibility:	The Assessment, Maths lead and Writing will be responsible for developing this objective; however, all staff are responsible for ensuring that all pupils receive equal opportunities to access Maths and Writing subjects.
Affected parties:	Pupil voice activities for boys and girls in their Writing and Maths lessons
Timescales:	Autumn 2021- Summer 2022
Success criteria:	There will be an increase in the number of girls who have an interest in Maths and the gap in attainment between boys and girls will narrow.
Review:	Summer 2022