



2020/21 Objectives

	Objective	Reason	How	Who	When	Progress
1.	Undertake an analysis of equal opportunities	To identify any potential inequality, demonstrating that the school is attempting to eliminate discrimination and advance equality	Reply to the Trust's Equal Opportunities Monitoring Form, identifying any areas of potential inequality and report to the Governing Body with the findings	Exec Prin	Autumn 1	Rported findings of potential inequality with LGB and shared plans on diversifying staff team for 2021 2022.
2.	Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	To ensure that our school community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	Use Assembly times to reference spiritual, moral, social and cultural themes and provide time for pupils to reflect on these Resource the school with stories from other cultures and to ensure that children's home lives and familiar things are represented in school activities such as home corners and imaginative play	Exec Prin/CTs	Ongoing throughout the year	Used Assembly times to reference spiritual, moral, social and cultural themes and increased the number of stories available to pupils which has increased pupil understanding of other cultures and faiths

			Develop a programme of visitors organised for assemblies to share different faiths and cultures			
3.	Eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Create an effective system for recording incidences of discriminatory behaviours Ensure systems guarantee swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.	SLH	Autumn 1 - CPOMS set up Policies in place Ongoing through year - assemblies, curriculum input	Policy in place. Swift identification of any issues and action taken
4.	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	Advance equality of opportunity between people who share protected characteristics and those who do not	Modify provision in order to meet children's needs and interests Identify specific interventions for Literacy and Numeracy Improve parental engagement by coming into school and being part of the learning experience	SLH/CTs	Review at data points through year. Weekly planning meetings. Pupil progress meetings at the end of each teaching block	Ongoing - data reviewed

5.	Increase staff awareness of Equality and Diversity	To ensure that our staff understand that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	All staff to complete the Trust's Equality & Diversity training module	All staff	Autumn 1	
6.	Ensure the school environment is accessible as possible to all pupils, staff and visitors.	Advance equality of opportunity between people who share protected characteristics and those who do not	Keep accessibility plan up to date	SLH	Building compliant at handover. Weekly meeting with the project team as building works progress.	The staff team has grown in diversity, both amongst teaching staff and admin/ support staff. Implementation of SEND rooms upstairs.
7.	Aim to develop a diverse staff team which includes staff of different genders, races, backgrounds and abilities	To ensure staff team is as representative of school community as is possible	Ensure recruitment processes are transparent, full and fair.	SLH/Govs	Ongoing	Clerk supporting governor recruitment efforts. Documentation revised and included biographies included on WAT website to encourage applications from a more diverse range of individuals.

The LGB need to review the objectives and decide which of these should transfer over into the 2021/22 academic year based upon progress to date as well as any topical matters which may require including.