



EQUALITY OBJECTIVES 2018 – 2021

	EQUALITY OBJECTIVE	REASON / EVIDENCE	CHANGES SOUGHT	PROPOSED PLAN	TIMELINE	STAFF / GOVERNOR LEADING PROJECT	DATE OF ANNUAL REVIEW
1.	To implement the systematic use of and Equality Impact Assessment tool to evaluate school policy, practice and procedures <i>continued</i>	This is an important tool which needs to be utilised across all important school decisions and policies etc.	Equality Impact Assessment Tool to be used for a range of policies, procedures and decisions at school	Make governors / new MAT decision makers aware of this tool and how to use it appropriately	HT to add to governors agendas	Headteacher Nominated Governor	January 2018
			Nominate Equality & Diversity governor to work also perform appropriate assessments	Link Governor	Headteacher to continue to work alongside nominated governor		
			Evidence that the governors have considered equality issues alongside documents agreed and consented	Record progress on evaluation of school documents	Ongoing		
2.	To engage all parents for whom English is not the first language with school communication & to foster links with other countries to expand our pupil's perspective on communities <i>continued</i>	Currently no method available for translation of written or spoken English to assist families with school communication	Having available the ability to translate written and spoke English To have a point of contact to enable translation to take place Enable parents to be able to play a more active part in school life	To use existing parents & other organisations to translate and interpret for the school	As appropriate and as required	SENCo Link Governor Office Staff	Ongoing

		SPS to foster links with other communities to enable our pupils to have a rich sense of the world & its diversity	SPS to communicate with our twin town in Granville France and set-up educational and social links SPS to link with other worldwide charities & organisations e.g. ASHA Charity in India	MFL Co-ordinator to set-up French link HT / staff to foster external links	Start communication Autumn Term 2016 Ongoing	MFL Co-ordinator HT / staff	Autumn Term 2016 onwards Ongoing
3.	To continue to narrow the gap in performance between disadvantaged pupils and those who are not <i>continued and expanded</i>	Progress has been made in narrowing the gap in pupil achievement but this needs to increase	Early identification of pupils who are not making appropriate progress A range of intervention strategies put in place That these intervention strategies are monitored for effectiveness	Early and flexible identification of pupils continues A range of intervention strategies are implemented utilising and benchmarking use of resources e.g. PP funding	On going	SENCo Inclusion Leader Key Stage teams School Development Curriculum & Standards committee	Ongoing