

Appendix A: St Mary's CE Equality Objectives



For God shows no partiality. Romans 2:11

Equality strand	Action	Monitoring of impact	Person responsible	Timescale	Success indicators
All	Publish and promote the Single Equality Policy through the school website and make staff aware	Build in parent awareness of Equality Scheme in school surveys.	Headteacher/ designated member of staff	Ongoing	Staff are familiar with the principles of the Policy and Plan and use them when planning curriculum opportunities Parents are aware of the Equality Plan.
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability Store any incidents on cpoms and discuss at SLT level and report to govs.	Headteacher / Governing body	Annually in Sept	Analysis of teacher assessments / annual data demonstrates value added.
All	Ensure that the curriculum promotes aspirational role models that young people positively identify with, which reflects the school's diversity in terms of	Increase in pupils' participation, confidence and achievement levels	Increase in pupils' participation, confidence and achievement levels	Ongoing	Notable increase in participation and confidence of targeted groups Circle Time used throughout school to promote positive discussion around diversity and to

	race, gender and disability.				challenge discrimination.
All	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. Range of artists, books and videos to represent difference	Increase in pupil participation, confidence and positive identity – monitor through learning walks	Headteacher and PSHE/RSE Lead	Ongoing	More diversity reflected in school displays across all year groups
All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council/Sports Council/gardening club	All pupils to celebrate the belief that we are all different but all equal.	Member of staff leading on school council	Ongoing	Cultural differences celebrated throughout school
All/report to DSL	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body on a termly basis – FGB meets	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents.	Headteacher / Governing body	Every term through Head teacher report to Governors	All staff are aware of and respond to racist incidents Reporting is challenged by the Governing Body
All	Ensure the curriculum is accessible for all by continuing to provide wave 1 provision and	All staff receive CPD and are trained to facilitate support.	SENDCo	Ongoing	Raise staff confidence in strategies for effective inclusion

	enabling all staff to undertake training.				
All	To increase confidence of all staff in differentiating the curriculum.	Be aware of staff training needs on curriculum access. Assign CPD for dyslexia and ASD.	Headteacher and SENDCo	Ongoing and as required	Raise staff confidence in strategies for differentiation
All	Ensure classroom support staff have specific training on disability issues.	Be aware of staff training needs, on line learning modules if required.	SENDCo	As required.	Raise confidence of support staff.
All	Ensure all staff are aware of disabled children's curriculum access.	Set up a system of individual plans for disabled pupils when required. Information sharing with all agencies.	SENDCo	As required.	All staff aware of individual needs
All	All Educational Visits to be accessible for all children.	Develop guidance for staff to make all visits accessible. Ensure each new venue is vetted for appropriateness.	SLT	As required.	All pupils in school are able to access all educational visits and a range of activities.
HEAD	Review PE curriculum to ensure PE is accessible to all.	Gather information on accessible PE and disability sports. Seek disabled sports people to come into school.	PE Leader	As required.	All children to access to high quality PE.
	Extend existing partnerships with faith groups St Mary's, diocese, other faith schools	Headteacher reports to governors.	Headteacher and RE Leader	Ongoing	All children gain an understanding of life outside Askham Richard and St Mary's

	Use ICT software to support learning.	Make sure software is installed where needed. Chromebooks for KS2	Teachers in consultation with ICT technician (Vital/SMD)	As required	Wider use of SEN resources within classrooms.
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