

## Bathwick St. Mary Church School



### Equality Objectives Plan: 2018-2019

Our Equality Policy outlines our Equality Objectives – this is published and reviewed every four years. This Equality Objectives Plan further demonstrates how we are meeting the aims of the Public Sector Equality Duty (PSED) and is reviewed annually and published on our school website.

Objective	Lead	Time / resources	Outcome
Review existing Equality and Diversity Policy and set new development objectives where required.	HT	Work with Assessment Leader S+C Committee	<ul style="list-style-type: none"> <li>Equality objectives set out and shared through the school's web site</li> <li>Objectives actively monitored by HT to ensure best outcome and impact</li> </ul>
Review current curriculum provision to promote equality and diversity	PSHE Lead: EM, and Curriculum lead CR	Release for EM and CR as required	<ul style="list-style-type: none"> <li>All staff, especially new staff, to understand curriculum development and ensure equality of opportunity in terms of provision and access</li> </ul>
Review assessment to support vulnerable groups to diminish differences against all pupils nationally	Assessment Lead: DJ	SPTO assessment package. Staff training.	<ul style="list-style-type: none"> <li>Current SPTO assessment systems track outcomes for vulnerable groups, but these are new and require further staff training to ensure best use leading to impact over outcomes for all groups.</li> </ul>
Review current Ofsted guidance on 'Inspecting Equalities'. Check Protected Characteristics are all considered.	HT	PDM time for staff	<ul style="list-style-type: none"> <li>KP to review and ensure all relevant staff have had opportunity to read, understand and implement the policy.</li> </ul>
Review how our school vision and Christian Foundation promotes equality and diversity	RE and SIAMS Lead: CR, and KP	Release time INSET time for staff	<ul style="list-style-type: none"> <li>KP, with CR, lead a review of the visionary guiding framework</li> </ul>
Update 18/19 School Development Plan needs modification in the light of the CoE vision for education <ul style="list-style-type: none"> <li>Educating for Wisdom, knowledge &amp; skills</li> <li>Educating for hope &amp; aspiration</li> <li>Educating for community and life together</li> </ul>	HT	SDP review	<ul style="list-style-type: none"> <li>Governors – through the full Governor meetings have had active input into SDP.</li> </ul>

<ul style="list-style-type: none"> <li>• Educating for respect and dignity and also the whole school Mission statement and values work from September 18 INSET.</li> </ul>			
<p>When reviewing all policies as per policy document, KP to ensure they each meet the Public Sector Equalities Duty</p>	HT	Review with Staff and Governors	<ul style="list-style-type: none"> <li>• All policies are in line with PSED.</li> </ul>