

# Bathwick St. Mary Church School

'Achieving excellence through the pursuit of good'



## Equality Objectives Plan: 2019-2020

Our Equality Policy outlines our Equality Objectives which 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. Our School Policies should be understood as part of the overall strategy of the School, and put into practice within the context of our Vision, Mission and Christian Values (**Love, Joyfulness, Respect, Forgiveness, Perseverance, Fairness**) as a Church School, with a particular focus on the promotion of equality.

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 SLT	Release for EM and SLT 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	ScholarPack assessment package. Staff training.	<ul style="list-style-type: none"> <li>Current ScholarPack 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>
When reviewing all policies as per policy document, KP to ensure they each meet the Public Sector Equalities Duty	HT	Review with Staff and Governors	<ul style="list-style-type: none"> <li>All policies are in line with PSED.</li> </ul>