

Bathwick St. Mary Church School

'Achieving excellence through the pursuit of good'



Equality Objectives Plan: 2021-2022

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
New Equalities Governor Link, Marina De Vos, to attend New Governor BWMAT training.	Marina De Vos	8 th December 2021	<ul style="list-style-type: none"> New Governor further equipped to challenge and support school around strategic approach to Equalities. Adaptions to policy and action plan where needed.
New Equalities Governor Link, Marina De Vos, to attend NGA Equalities training. Equality and diversity: a practical guide for governors module - National Governance Association (nga.org.uk)	Marina De Vos	By end of Term 2 (17.12.21)	<ul style="list-style-type: none"> New Governor further equipped to challenge and support school around strategic approach to Equalities. Adaptions to policy and action plan where needed.
Review annual Equalities (Pupil Voice) Questionnaire in LGC (Local Governors Committee).	Claire Rigby, Deputy Head	By end October 2021	<ul style="list-style-type: none"> CR share questions and outcome, leading to challenge and agreed next steps for school.
Build programme of support for Year Six around wellbeing queries	Claire Rigby, with Y6 staff	By end of academic year	<ul style="list-style-type: none"> Year Six exit questionnaire demonstrates children felt well supporting during the transition year to secondary school
Develop process of capturing and monitoring success for Reception after Governor visit.	Marina De Vos, with YR staff	By end of academic year	<ul style="list-style-type: none"> Further visits and evidence demonstrate positive impact of support put in place.
Review current curriculum provision to promote equality and diversity	Marina De Vos, with Curriculum and Standards Committee	Plan in place by end of term 4 (08.04.22)	<ul style="list-style-type: none"> All staff, especially new staff, to understand curriculum development and ensure equality of opportunity in terms of provision and access. All curriculum progression documents have clear equality and diversity linked throughout, where appropriate.

Further equalities training, including feedback from Pupil Voice, for all teaching staff – Governor led – during PDM Term 3/4	Marina De Vos	By end of term 4 (08.04.22)	<ul style="list-style-type: none"> Teaching staff enhanced understanding of their roles and responsibilities.
Share Equalities (Pupil Voice) Questionnaire feedback. Close feedback loop with children around questionnaire. Provide reassurance children are listened to. Communicate findings with parents.	Claire Rigby, Deputy Head	By end of academic year	<ul style="list-style-type: none"> Children's voices heard, and fed back, leading to improved outcomes.
Building on Equalities (Pupil Voice) Questionnaire, specific work with all children around 'Anti bullying', led by the School Council	Kevin Purkiss, Head	November 2021	<ul style="list-style-type: none"> Children across the school are reminded of the anti bullying message and 'one kind word' approach – leading to children feeling safer on playground – evidenced in improved outcomes in annual questionnaire.
Explore renewed links with SARI Charity (Stand Against Racism and Inequality).	Kevin Purkiss, Head	November 2021	<ul style="list-style-type: none"> Renewed links lead to raised awareness of forms of racism and how children can tackle this.
Improve communication with parents and carers on newsletter around equality and diversity.	Kevin Purkiss, Head	Monthly	<ul style="list-style-type: none"> Greater awareness and understanding of good work in school around equality and diversity.
Further challenge from Governors around equality and diversity – adapt visit note.	Kevin Purkiss, Head	November 2021	<ul style="list-style-type: none"> Governors incorporate support and challenge in this area on each visit.
In light of Covid 19, use of Pira/Puma assessment tools three times annually to support teacher judgement and identify gaps and analyse gaps and develop actions from there. This includes vulnerable groups assessment.	Assessment Lead: Duncan Jackson	MARK tool for Pira/Puma	<ul style="list-style-type: none"> Identification of gaps and plan in place to address these.
When reviewing all policies as per policy document, KP to ensure they each meet the Public Sector Equalities Duty	Kevin Purkiss, Head	Review with Staff and Governors	<ul style="list-style-type: none"> All policies are in line with PSED.
Governor led Equality Survey for staff, establishing if there is a sense of community, of being treated equally and / or have concerns around equality and inclusion.	Marina De Vos	By end of academic year	<ul style="list-style-type: none"> Staff voices heard, and fed back, leading to improved outcomes.