

Bathwick St. Mary Church School

'Achieving excellence through the pursuit of good'



Equality Objectives Plan: 2022-2023

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
Equalities Governor Link, Marina De Vos, to attend latest Equality and Diversity training via Educare.	Marina De Vos (Equalities link Governor and Co-Chair)	By 31.10.22	<ul style="list-style-type: none"> • Governor further equipped to challenge and support school around strategic approach to Equalities. • Adaptions to policy and action plan where needed.
Equalities Governor Link, Marina De Vos, explore further avenues of training	Marina De Vos	By end of Term 2 (16.12.22)	<ul style="list-style-type: none"> • Governor further equipped to challenge and support school around strategic approach to Equalities. • Adaptions to policy and action plan where needed.
Increase frequency of previous annual Pupil Voice Equalities Questionnaire to 3x year, to include Safeguarding Governor. Report and analysis provided for challenge in LGC (Local Governors Committee).	Mel Skeet (Safeguarding Governor) and Claire Rigby (Deputy Head)	3x annual. 1 st questionnaire during Term 1 (21.10.22)	<ul style="list-style-type: none"> • Mel Skeet to share questions and outcome, leading to challenge and agreed next steps for school. • Include clear mechanism for feedback to children and parent/carer community.
Increase frequency of previous annual Staff Wellbeing survey to twice annually, and include if there is a sense of community, of being treated equally and / or have concerns around equality and inclusion.	Marina De Vos and Ellie McHugh (Staff Governor and Wellbeing Lead)	By end of academic year	<ul style="list-style-type: none"> • Staff voices heard, and fed back, leading to improved outcomes. • Report and analysis provided for challenge in LGC (Local Governors Committee). • Include clear mechanism for feedback to staff team.
Further detailed analysis of SHUE survey from July 2022. Build programme of support and action related to key findings.	Ellie McHugh and Mel Skeet	By end of February 2023.	<ul style="list-style-type: none"> • Outcomes and actions fed into relevant plan (e.g. SDP, this E+D plan, curriculum plans etc.)

Commit to annual Year 6 SHUE survey.			<ul style="list-style-type: none"> Year Six exit questionnaire (2023) 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. (Include as part of third annual Governor Monitoring in June 2023)	Marina De Vos, with Curriculum and Standards Committee	Plan in place by end of term 4 (31.03.23) Monitoring: June 2023.	<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. Governors Marina De Vos and Sarah Nolan (Governor) to review the curriculum map (linked to Climate group) and through the lens of E&D.
Building on Equalities (Pupil Voice) Questionnaire, specific work with all children around 'Anti bullying', led by the School Council	Kevin Purkiss (Head)	November 2022	<ul style="list-style-type: none"> Children across the school are reminded of the anti-bullying message and 'Reach Out' approach – leading to children feeling safer on playground – evidenced in improved outcomes in annual questionnaire. Build in 'by stander' training with all children. Kevin Purkiss to review with School Council and all children. 'Word cloud' approach to capturing (Mentimeter) impact. Kevin Purkiss to include in newsletter.
Build on January 2022 links with SARI Charity (Stand Against Racism and Inequality) during 2022/2023 academic year.	Kevin Purkiss	By end of academic year.	<ul style="list-style-type: none"> Links lead to raised awareness of forms of racism and how children can tackle this. SARI presentation and workshops where available for all Year 1, 2, 3, 4, 5 and 6.
Further challenge from Governors around equality and diversity – adapt visit note.	Kevin Purkiss	November 2022	<ul style="list-style-type: none"> Governors incorporate support and challenge in this area on each visit.
When reviewing all policies as per policy document, KP to ensure they each meet the Public Sector Equalities Duty	Kevin Purkiss	Review with Staff and Governors	<ul style="list-style-type: none"> All policies are in line with PSED.
Deepen level of data analysis by Governors from sources such as: SHUE, Y6 Exit Survey, Pupil Voice, ScholarPack outcomes.	Marina De Vos, with C&S Committee	By end of academic year.	<ul style="list-style-type: none"> Report provided for Governors to enable challenge to be provided for school leadership following analysis.