

Bathwick St. Mary Church School

'Achieving excellence through the pursuit of good'



Equality Objectives Plan: 2023-2024

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
Increase frequency of previous annual Pupil Voice Equalities Questionnaire to 2x year, to include Safeguarding Governor. Report and analysis provided for challenge in LGC (Local Governors Committee).	Mel Skeet (Safeguarding Governor) and Ally Elliott (Deputy Head)	January and July 2024	<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. Marina and Mel to review questions for survey/questioning prior to January 2024
Run annual Staff Wellbeing survey, and include if there is a sense of community, of being treated equally and / or have concerns around equality and inclusion.	Sarah Nolan and Sarah Farrar/ Ellie McHugh (when returning from Maternity leave)	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 2023. Deepen level of data analysis by Governors from sources such as: SHUE, Y6 Exit Survey, Pupil Voice, ScholarPack outcomes. Build programme of support and action related to key findings. Investigate gender, race and disability attainment.	Ally Elliott and Mel Skeet	By end of July 2024.	<ul style="list-style-type: none"> Outcomes and actions fed into relevant plan (e.g. SDP, this E+D plan, curriculum plans etc.) Year Six exit questionnaire (2023) demonstrates children felt well supporting during the transition year to secondary school MIME data is completed and analysed linked to gender, EAL, disability and SEND.

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 annual Governor engagement)	Marina De Vos and Vicky Bowman, curriculum lead	Monitoring: June 2024.	<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. Governor, Marina De Vos, to review the curriculum map and through the lens of E&D.
Create an annual parent questionnaire linked to equality and diversity led by governors.	Marina De Vos and Ben Jenkins Kevin Purkiss	July 2024	<ul style="list-style-type: none"> Questionnaire created via workshop Parent Questionnaire sent to all and results analysed. Link to SDP strategic goal 4- parental engagement
Contact SARI Charity (Stand Against Racism and Inequality) during 2023/2024 academic year.	Kevin Purkiss/Ally Elliott	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.
To interpret school vision so that there is a child-friendly version.	Kevin Purkiss Naomi Herron	July 2024	<ul style="list-style-type: none"> Children in school know and understand the 'child-friendly version' of the school vision alongside the Christian values
School website- include a diversity statement alongside the plan/policy to promote the school's commitment to equality and diversity	Kevin Purkiss Ally Elliott Marina De Vos		<ul style="list-style-type: none"> Audit school website for equality and diversity and accessibility Write diversity statement and publish on website. Promote website with parents.

Ongoing Objectives:

Objective	Lead	Time / resources	Outcome
Equalities Governor Link, Marina De Vos, explore further avenues of training	Marina De Vos	ongoing	<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.

<p>Building on Equalities (Pupil Voice) Questionnaire, specific work with all children around 'Anti bullying', led by the School Council</p>	<p>Kevin Purkiss (Head)</p>	<p>February 2024</p>	<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. • Hold regular whole school events such as 'show racism the red card' and anti-bullying week.
<p>Further challenge from Governors around equality and diversity – adapt visit note.</p>	<p>Kevin Purkiss and all governors</p>	<p>ongoing</p>	<ul style="list-style-type: none"> • Governors incorporate support and challenge in this area on each visit.
<p>When reviewing all policies as per policy document, KP to ensure they each meet the Public Sector Equalities Duty</p>	<p>Kevin Purkiss</p>	<p>Review with Staff and Governors as needed per review schedule</p>	<ul style="list-style-type: none"> • All policies are in line with PSED.