



Sherborne Abbey CE VC Primary School - Equality Objectives 2012 to 2016

Appendix 2

Equality Objective	Reason / evidence	Changes sought	Proposed plan	Time line	Staff / Governor leading project	Date of Annual Report
1. To use the Equality Impact Assessment tool to evaluate school policy, practice and procedures	Currently no formal procedure for assessing the extent to which school processes are compliant with legal requirement in all school operations, including staffing.	<ul style="list-style-type: none"> <li>• Introduce equality screening process</li> <li>• Nominate Equality &amp; Diversity governor to work with staff lead - HT</li> <li>• Systematically evaluate all school policy, practice and procedures on a rolling cycle as policies are updated</li> <li>• Provide evidence that the governors have considered equality issues alongside the agreed and approved documents</li> </ul>	<p>Hold training and awareness sessions to enable staff to undertake Equality Impact Assessments (EqIA) – staff meetings / LA CPD</p> <p>Policy review to include either screening or full EqIA evidence</p> <p>Publish EqIA outcomes on school website</p> <p>Record progress with evaluating school documents via policy folder</p>	<p>By the end of Autumn Term 2012</p> <p>As policies are reviewed</p> <p>By the end of the Summer Term 2016</p> <p>Within Gobs minutes – each meeting</p>	HT – Ann-Marie Kampf / John Walters (Chair of Gobs) /	Summer Term Meeting – May 2012 & then annually
2. To recognise the ethnicity, culture, religion, diversity within our own school and community by promoting role models and heroes which reflect this diversity	To promote community cohesion and to ensure all learners and their parents feel valued	<ul style="list-style-type: none"> <li>• Within our daily curriculum ensure all children's cultures etc. are recognised and celebrated e.g. Diwali, Chinese New Year, food and festivals</li> </ul>	Links with the curriculum / educational / lesson experiences - Links with other cultures / nationalities	Start Summer 2012 and ongoing	Headteacher to monitor Class teachers	Each Curriculum Committee Meeting
3. To foster links with communities in other cultures within Britain	Given the predominance of a white, British culture, pupils need experience of a variety of communities and cultures.	<ul style="list-style-type: none"> <li>• Understanding of a variety of communities, cultures</li> <li>• The ability to be tolerant of a modern British</li> </ul>	- Links with the curriculum / educational / lesson experiences - Links with other cultures / nationalities,	Start Summer 2012 and ongoing  SDP (2011 – 2012) reviews termly	Headteacher to monitor  Class teacher Foundation Governors	Each Curriculum Committee Meeting

		society which comprises a variety of peoples	See School development Plan for more detail			
4. To monitor and analyse pupil achievement by ethnicity and disability	Already monitoring by gender, age, SEN, ability but not by race and disability. More detailed overview of the achievements of all groups within the school.	Termly Analysis and feedback to Governors and staff		From July 2012 and ongoing there after	Headteacher-Ann Marie Kampf and Deputy Head- Jason Howells Class teachers	Autumn Tern Full Governing Body Meeting
5. Publish and promote the Equality Plan through the school's website, newsletters and staff meetings	New plan which needs to be made aware to and accessibly to all stakeholders		To be published by April 2012	April 2012	Headteacher- Ann-Marie Kampf	April 2013