

The District C E Primary School: Equality Objectives

	Equality Objective	Action	Monitoring	Timescale/ Responsible Person	Evaluation (impact)
1	Training on Equality Legislation for all staff	Staff meeting – training (speak to Simon Cousins)	Staff will understand legislation and duties and protected characteristics to inform during policy and curriculum reviews	All staff – Summer 2016	Raised understanding and awareness in completing objectives 2 and 3.
2	To Equality Impact Assess (EIA) policies as they are due to be renewed	Use policies and documentation framework to identify policy renewal date and complete EIA template for each policy identified.	Each policy will be accompanied by an EIA when being considered by governors for approval/adoption. Minutes of meetings.	Headteacher SLT Individual Staff Review Date	Policies consider impact on all protected characteristics and outcomes inform policy decisions.
3	Ensure that the curriculum is assessed to promote equality and cohesion for all protected characteristics	<p>Ensure that curriculum planning takes account of the ethnicity backgrounds and needs of all pupils by the inclusion of:</p> <ul style="list-style-type: none"> • Boys and Girls • Pupils' learning English as an additional language • Pupils from minority ethnic groups • Pupils who are gifted and talented • Pupils with SEN • Pupils who are looked after by the local authority 	<ul style="list-style-type: none"> • The school will monitor and evaluate its effectiveness in providing an appropriate curriculum for pupils of all backgrounds. All subjects contribute to the spiritual, moral, social and cultural development of all pupils. • The content of the curriculum reflects and values diversity. • It encourages pupils to explore bias and to challenge prejudice and stereotypes. 	Headteacher SLT Subject Leaders Autumn 2016	