

Appendix A: Burton-on-the-Wolds Equality Policy Priority Equality Objectives 2021-2024

In order to have due regard, the Governing Body has as its overarching aims:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
3. Fostering good relations across all characteristics, between people who share a protected characteristic and people who do not share it

Equality strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the Time frames?	Early success indications
Statutory compliance with Equalities act	Termly report to FGB	Within the H/T report to FGB and questioned through meeting.	H/T. Reports to FBG	Termly	Zero incidents in last 3 years
All equality strands	All staff know to challenge any derogatory behaviour or language and to report it to the H/T	Within the H/T report to FGB and questioned through meeting.	H/T. Reports to FBG	Termly	Incidents extremely rare.
Race Equality Duty	Identify, respond and report racist incidents to the FGB on a termly basis	HT/FGB will use the data to assess impact of school's response to incidents. Is there a pattern? What are the implications for addressing?	H/T. Reports to FBG	Reporting Nov, March, June.	Teaching staff are aware of how to respond to racist incidents
	Develop awareness of diversity within the school community through PHSE (Jigsaw lessons) RE and whole school themes. For example:	Headteacher PSHE lead RE Lead	Headteacher PSHE lead RE Lead All teachers	Termly - planning	Pupils have taken part in workshops.

	Black history month Dance workshops				
Religion and belief	Rich, diverse and inclusive RE curriculum. Covers all faiths and also atheism	RE Lead Governor	RE Lead All teachers	Termly - planning	Successful RE curriculum. Children articulate about religions and

					its importance to different people
Gender Equality Duty	All children given equal access to all aspects of the school curriculum and every opportunity Audit level of participation of girls and boys in after-school clubs, particularly sports. Identify actions where needed to address an inequality.	Pupil voice Data of children participating in clubs	PE lead	Annual report by PE lead. Published report on spending of Sports Premium	Fair representation and participation of girls in sports clubs and out of school sport activities.
Disability Equality Act	Ensure access to the school site is accessible to all visitors Where required, scrutiny of a RA for an individual demonstrating where barriers were overcome	H and S governors	H/T PO	Termly H and S meeting	Visitors to the school are able to access the building and rooms.
	Consider how access to the upper field could be made wheelchair friendly in advance of that being needed	H and S governors	H/T PO	Termly H and S meeting	A plan in is already in place for ease of transition to upper field
	Bathroom facilities for disabled staff and children are always accessible	H and S Governors	H/T PO	Termly H and S meeting	

Sexual orientation / gender realignment equality act	Ensure the RSE policy is up to date and aligns with requirements of 2020 legislation. Staff are implementing the requirements in teaching and practice in school	PSHE lead reports to H/T H/T reports to FGB	PSHE lead	RSE policy in place PSHE curriculum embedded and effectively taught	Policy implemented throughout the school
Specific actions to achieve the above goals					
Equality Strand	Action	How will the impact of the action be monitored	Who is responsible for implementing	What are the timeframes	Early success indicators
All	PSHE lead to present to FGB with regard to Jigsaw scheme of work which includes equality	FGB	PSHE lead	September 2021 – presentation to Governors	Governor monitoring to ensure equality is evident across school.

					(letter sent out 6.3.19)
All	Inform and consult parents about the Everyone's Welcome resource through: Newsletter Parents evening access to materials –March 2019 Discussions	HT to update FGB about effectiveness of this.	H/T FGB to monitor	2019-2020	Parents in support of the use of the resources through open dialogue
All	Publish the equality policy on the school website, newsletter and staff briefing	HT to report to FGB	Headteacher	Immediately after the policy is agreed by Governors March 2021 (extended due to lockdown, initially anticipated summer 2020)	Parents are aware of the equality policy
All	Monitor pupil achievement by gender, SEN, race and act on any trends or patterns in the data that require additional support for pupils	Achievement data considered by race, gender and SEND	HT / FGB	Termly	Analysis of teacher assessments / annual data demonstrates and gaps are narrowing for groups
All	Ensure that the curriculum promotes role models that young people positively identify with, which reflects diversity in	PSHE lead and Learning Environment lead to monitor	Curriculum leads H/T	Termly	Displays and pupils' work reflect the diverse role models. Pupils

	terms of race, gender, religious belief and disability.	SLT conduct learning walks	All staff		demonstrate awareness of significant people from a range of backgrounds. More diversity reflected in school displays across all year groups
All	Ensure that displays in classrooms and corridors, and classroom resources in general, promote diversity in terms of race, gender, religious belief and disability	Foxes conduct learning walks Reading lead to audit books		Summer 2021	

All	Ensure all pupils are given the opportunity to make positive contributions to the life of the school through involvement in the school council, class assemblies, fund raising and positions of responsibility.	Pupil voice representation monitored by race, gender and disability	Member of staff leading on pupil forums	From Nov 2019	Equal representation. Diversity in school council membership where possible
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