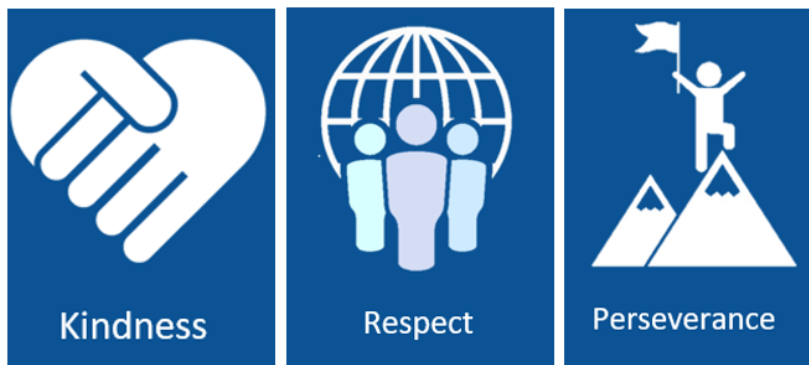


Ditchling (St. Margaret's) CE Primary and Nursery School

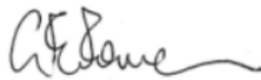
Equalities Objectives



'Living life in all its fullness' John 10:10

Version	Reviewed by	Approved by	Date Approved	Next Review Date
4	ESCC Developed	School's own policy	May 2021	May 2025

Signed: Chair of Governors



Signed: _Headteacher



Advance quality of opportunity between people who share a protected characteristic and people who do not share it.	Children eligible for free school meals & LAC/ previous LAC.	To ensure disadvantaged children make at least expected progress in all cohorts and subjects (See school development plan). Collate and analyse data relating to attainment/progress by target group. Use targeted interventions as necessary. Train staff to support children who find reading more difficult to grasp (Reading Action Plan Bid April-July 2021).	SLT	Termly Monitoring	Children with vulnerable characteristics exceed progress of children without vulnerable characteristics. Evidenced in x3 term data.
	Children with SEND.	To ensure SEN children make at least expected progress in all cohorts and subjects (See school improvement plan). Collate and analyse data relating to attainment/progress by target group. Put in interventions in where necessary. Training in Autism. Year 6 with additional needs mentor children in other year groups.	SLT Inclusion lead Staff	Termly Monitoring	Mean progress of SEN children is above expected. Intervention's evidence small step progress on SEND tracking. Children with SEND have positive sense of self.
Foster good relations across all characteristics-	Teachers/ pupils	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity e.g. BAME/BLM, women in	Headteacher, class teachers	Monitoring Termly	Baseline and then annual survey of children's career aspirations.
Equality Statement	Target Group	Action	Who	Dates	Impact
Protect people with protected characteristics, and people who have been or are at risk of discrimination, and people who have been or are at risk of harassment and other conduct against staff, pupils and visitors to the school	Children/ adults with disability	Continue to develop communications to ensure	SLT/ Inclusion Lead/ Administrator	Termly Monitoring	Increased pupil participation, increased awareness of range of community employment opportunities and diversity
	All pupils	Continue to develop communications to ensure	SLT/ RE lead	Annually	Pupils' have increased awareness of diversity of faith,
	All children/staff	Continue to develop communications to ensure	SLT RE lead to arrange	Annual Anti Bullying week See preventative curriculum	Pupils' have increased awareness of diversity of faith,
	All pupils	Continue to develop communications to ensure	SLT/Governing Body	Termly	Pupils' have increased awareness of diversity of faith,
		Use data to assess the impact of the school's response to incidents i.e. have whole school / year-group approaches led to a decrease in incidents?			