

Hursthead Infant School

Equality Objectives and Action Plan 2016 - 2019

Objective	Groups which will be most affected/influenced	Time Scale	Action	Lead	Evidence
To maintain and develop spiritual, moral, social and cultural awareness through on going and appropriate curricular opportunities with particular reference to issues of equality and diversity	All groups within school	Ongoing	Teachers to ensure they include SMSC within teaching and learning in classes	Headteacher Class Teachers Teaching Assistants Diversity Governor Governors	Lesson plans Lesson observations School ethos Assemblies
To increase the whole school communities' understanding of equality and its implications on a day to day basis. Ensuring that the school's equality vision is reviewed annually.	All groups within school	2015-2018	Staff meetings to share with staff the Equality Policy and their responsibilities Communicate with parents the school's vision and values Governors to annually review progress	Headteacher Class Teachers Teaching Assistants Parents Governors	Staff have a shared understanding of equality and their role within its promotion Parents aware of the promotion of equality within the school (Prospectus/ Website)

Ensure fully disabled access to all areas of school and equal access to all facilities results from the school's building project	Disabled visitors, staff, Governors, parents and children	2015 – 2018	Monitor compliance with building regulations with regard to disabled access during the school's building project	Headteacher Governors	The school's building is made accessible to disabled visitors, staff, governors, parents and children
To increase the understanding of different religious groups through the use of assemblies, visitors, visits and the curriculum	All children	2015-2018	Monitor assembly content and ensure all major world faiths and festivals are covered and celebrated Invite visitors from major world faith groups Encourage visits to places of worship Ensure appropriate curriculum content refers to equality/other faith groups	Headteacher Class Teacher Teaching Assistants Diversity Governor Governors	The children have a good understanding of the beliefs of those from other cultures/faiths
To continue analysis of achievement data to ensure all identified groups are making progress and intervening where appropriate	All groups within school	Ongoing	Monitor assessment data Track identified groups	Headteacher Year Group Leaders Class Teachers Governors	Pupils making progress and intervention used when appropriate