

## EQUALITY OBJECTIVES: 2014 - 2018

Link to Equality Duty	Protected characteristics	Aim	Objective	Target group(s)	Action	Who is responsible?	Dates (from and to)	Progress
All aims of Duty	All	To show our commitment to equality & diversity	To produce an Equality Policy according to the Equality Act 2010	All staff & pupils	Review current Policies relating to equality & diversity & create new Policy	School Director & Governors	Jan 2012 – April 2012	Achieved
All aims of Duty	All	To review & monitor equality data & ensure effective practice	To produce annual data relating to pupils & staff	All staff & pupils	Gather information annually (w/e from July 2012) & review findings according to Policies. Draw up a data collection form	School Admin Manager School Director	July 2012 – July 2013	Achieved
All aims of Duty	All	To provide appropriate equality & diversity training for all staff	To include equality & diversity training in Induction training program To provide equality & diversity training for current staff	Staff	Add item to address equality & diversity to Induction training. Provide staff with overview of equality & diversity when issuing new Policy	Admin Manager	July 2012 – July 2014	Achieved - on-going
All aims of duty	All	To involve the whole of our school community in the process of monitoring and reviewing our Equality Policy.	To devise ways of making it possible for all members of the school community to share their views about equality & diversity within our school	All staff, pupils, parents/carers, local groups	Develop ways of gathering information from all groups & use this to inform the review of our Policy	Senior management Team & Governors	Jan 2013 – April 2013	Achieved
All aims of Duty	Pregnancy & Maternity	To ensure that policy & practice relating to pregnancy & maternity leave follows legislation	To write a policy regarding pregnancy & maternity/paternity leave	All Staff	Review current Policy in line with equality & diversity guidelines	School Director & Governors	Jan 2012 – April 2012	Maternity & paternity Policies written & agreed

## EQUALITY OBJECTIVES: 2016 - 2020

Link to Equality Duty	Protected characteristics	Aim	Objective	Target group(s)	Action	Who is responsible?	Dates (from and to)	Progress
All aims of Duty	All	To gather, review and monitor diversity data & ensure effective practice.	To produce annual data relating to staff, pupils and governors.	All staff, pupils and governors	Gather information annually, review findings according to policies	School Director & Governors	Feb 2016 – Feb 2020	Forms devised Data gathered for staff and pupils (September 2016)  Action = gather data for governors