

Thorner's Church of England VA Primary School
Equality Objectives 2019-20: Specific, measurable, achievable, relevant, time limited (SMART)

Lead member of staff: Jyotsna Chaffey

Link governor/Committee: Staffing & Curriculum Committee

Links to SDP:

- Priority 1: Raise Achievement
- Priority 2: Enrichment including multicultural awareness

Aspect of the Equality Duty: remove harassment, advance equality of opportunity, foster good relations						
Protected characteristic: Disability, race, religion, sex						
Action	Lead person	Timescale	Resources	Success criteria/outcomes	Monitoring activity and evidence of impact	Evaluation
Update logs for behaviour and bullying incidents	JC	Ongoing	Staff meetings	All staff clear about purpose of incident logs and how to use to reduce incidents	JC to monitor incident logs monthly. Incidents followed up in line with Behaviour Policy	<ul style="list-style-type: none"> ▪ S&C Committee ▪ Parent questionnaires (Summer 2018) ▪ Pupil questionnaires (Autumn 2019 & 2020)
Use logs to identify patterns of behaviour that lead to harassment	JC	Ongoing		Clear understanding of nature of any bullying behaviours	Inappropriate patterns of behaviour addressed through SEAL, assemblies, individual action	Have steps taken reduced number of incidents logged? (over 2019/2020)
Measures to improve progress of potentially vulnerable groups: boys, girls, SEN, FSM	SENDCO	July 2020	Intervention strategies: Reading Intervention, 1:1 etc	All groups of children are making good progress	JC to monitor progress using data	SENDCO, SEND governor
Use assemblies and events to develop understanding of other areas of UK and the world	JC KS (RE Coordinator) MB (humanities coordinators)	Summer 2020		Children can relate their position in the world in an age appropriate way with other cultures in UK and abroad	School Council	C&E Committee