

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

Lead member of staff: Mike Sitch

Link governor/Committee: Staffing & Curriculum Committee

**Links to SDP:**

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

| <b>Aspect of the Equality Duty: remove harassment, advance equality of opportunity, foster good relations</b> |                    |                  |  |   |   |   |
|---|--------------------|------------------|--|---|---|---|
| <b>Protected characteristic: Disability, race, religion, sex</b>  |                    |                  |  |   |   |   |
| <b>Action</b>   | <b>Lead person</b> | <b>Timescale</b> | <b>Resources</b>                                       | <b>Success criteria/outcomes</b>  | <b>Monitoring activity and evidence of impact</b>   | <b>Evaluation</b>   |
| Update logs for behaviour and bullying incidents -especially online during Lockdown                           | MS                 | Ongoing          | Staff meetings   | All staff clear about purpose of incident logs and how to use to reduce incidents | MS to monitor incident logs monthly. Incidents followed up in line with Behaviour Policy  | <ul style="list-style-type: none"> <li>▪ S&amp;C Committee</li> <li>▪ Parent questionnaires (Autumn 2020)</li> <li>▪ Pupil questionnaires (Summer 2019 &amp; 2021)</li> </ul> |
| Use logs to identify patterns of behaviour that lead to harassment  | MS                 | 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 2020/2021)   |
| Measures to improve progress of potentially vulnerable groups: boys, girls, SEN, FSM                          | SENDCO             | July 2021        | Intervention strategies: Reading Intervention, 1:1 etc | All groups of children are making good progress                                   | MS to monitor progress using data   | SENDCO, SEND governor   |

|   |  |             |  |  |                |               |
|---|--|-------------|--|--|----------------|---------------|
| Use assemblies and events to develop understanding of other areas of UK and the world | MS<br>KS (RE Coordinator)<br>MB<br>(humanities coordinators) | Summer 2021 |  | 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 |
|---|--|-------------|--|--|----------------|---------------|