

## Appendix 2: Equality Objectives and Action Plan

Objectives	Actions	Staff member	Date	Success criteria
Reduce numbers of incidents involving children using derogatory names against minority groups, to no more than one per year.	Deliver high quality Relationships and Sex Education which explains why such words are offensive.	Teachers	Immediately	Pupils have an age-appropriate understanding of the needs and characteristics of a variety of minority groups and can explain that some words are inappropriate and offensive.
	Bring in positive role models from a variety of community groups for whole school themed weeks.	SLT	Ongoing	Pupils demonstrate their understanding that those from minority groups are just like everyone else and have equal rights to be treated with respect.
	Continue to exemplify and actively teach the school's Christian values and ethos, in school and in newsletters.	All staff	Immediately	Pupil surveys indicate an understanding of what equality means and how the values of respect and kindness relate to this.
	Ensure incidents are dealt with robustly but sensitively, using the Anti-bullying and Behaviour policies, and restorative justice is used as a tool.	Teachers SLT	Immediately	Pupils are aware of their behaviour and know that it is unacceptable. Incidents are reduced to less than one per year.
Narrow the gap in attendance for disadvantaged pupils from 8.8% to 2% by September 2024.	Raise the profile of attendance with children and parents, face to face and through newsletters.	SLT	April 2023	Parents and pupils understand the impact of poor attendance.
	Identify and address the barriers to good attendance.	SLT	April 2023	Solutions are found and attendance for disadvantaged pupils improves.
	Increased engagement with GRT families with children at the school to identify barriers to good attendance. Actions to be identified to support better attendance. This includes families of GRT who regularly attend (strengths based approach)	SLT	April 2023	All pupils from the GRT community attend more than 85%. Community and school support given to disadvantaged families from GRT community.
	Follow the school's Attendance Policy, supporting parents and holding them to account.	SLT	Ongoing	Individual attendance improves following action taken.
	Monitor attendance rigorously.	SLT	Ongoing	No child attends less than 90% without being identified.
	Review the effectiveness of the school's Attendance Policy regularly.	SLT and Governors	Ongoing	The school's Attendance Policy supports staff effectively in reducing persistent absence.
Increase the diversity of the staff by September 2027 to 20%.	Welcome greater diversity amongst our staff by recognising and supporting their needs relating to culture, gender, age, ability, religion and sexual orientation.	SLT	Immediately	The staff reflect the diversity of the local area and community of Buckinghamshire.
	Ensure that all staff attend some form of diversity/unconscious bias training.	SLT and governors	Ongoing	Stakeholders can articulate the meaning of unconscious bias and can give examples of their own.

	Review recruitment procedures and job adverts so that they encourage diversity amongst applicants.	SLT and governors	July 2023	Applications show an increase in numbers of people from diverse backgrounds, including men, those from ethnic minorities, younger people and those with disabilities.
	Include a male representative on interview panels. Ensure initial introductions and tours of candidates are conducted by male staff.	SLT and governors	July 2023	Increase the number of male applicants and appointments in the school.

Last updated (date) .....

By .....