

**Herne Bay Infant School and Seashells Nursery**

**Equality Objectives 2018 – 2022**



<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
Provide training for staff and governors on equality and diversity	E&D governor to provide staff meeting short training for teaching staff / governors. Cascade to class TAs.	All staff Governors E&D governor to lead	Autumn Term 2018	Meeting time	All staff aware of legislation and responsibilities.
Develop role of Equality and Diversity Champion within school to support equality and diversity matters and initiatives.	All teaching staff ( TAs and teachers) to be offered opportunity to develop role.	All staff E & D governors	Autumn Term 2018	Meeting time	Named personnel to raise profile of E&D within school, promoting opportunities for developing understanding amongst staff and pupils
Ensure effective use of Pupil Premium funding to close attainment and progress gaps	Increase the number of Pupil Premium pupils working at age related expectation. Monitor the achievement of Pupil Premium Pupils / Pupil Progress meetings Plan and deliver interventions to address gaps in learning.	All Class teachers and TAs. AHT – Pupil Premium Champion SLT – monitoring and data All Governors	Ongoing	Possible cover costs if necessary.  Cost of any additional resourcing required to support learning.	Gap narrowed in specific year groups and subjects as identified through data analysis.

<p>Improve knowledge, skills and attitudes to enable pupils to appreciate, respect and value difference and diversity.</p>	<p>Identify opportunities in the curriculum to look at other cultures / countries / famous people from ethnic minorities to celebrate diversity (Dazzle Days and exploration of School values)</p>	<p>SLT and all teaching staff</p>	<p>Ongoing</p>	<p>Cost of any additional resourcing required to support learning / promoting understanding.</p>	<p>Greater understanding and respect for differences.  School ethos promotes respect and tolerance for the differences of the school community.</p>
<p>Pupil Voice: Bring issue of E&amp;D to the school council and gain their perspective of what could be done to express diversity around the school</p>	<p>School council meeting organised with E&amp;D question as the agenda. CT's to discuss with classes prior to meeting. Choose ideas to follow up</p>	<p>All staff / pupils School Council</p>	<p>Summer Term 2018</p>	<p>Cost of any additional resourcing required to promoting understanding.</p>	<p>Greater understanding and respect for differences.</p>
<p>Parent Voice: Gather parent views on how school could better promote Equality and Diversity</p>	<p>Through questionnaire / focus week newsletter/ gate suggestion box for ideas on how school could promote Equality and Diversity</p>	<p>SLT/Parent Governors</p>	<p>Summer 2018</p>	<p>Cost of any additional resourcing required to action parental ideas</p>	<p>Greater understanding and respect for differences.</p>