

# King's Cliffe Endowed School



## EQUALITY OBJECTIVES

MARCH 2019  
REVIEW DATE - MARCH 2021

## Kings Cliffe Endowed Primary School Equality Objectives 2018-2021 (to be updated at least every 4 years)

### Kings Cliffe Endowed Primary School - Equality Objectives 2018-21

Further work has been done on developing equality objectives for the school. This is a summary of the objectives that have been developed for our school since the first objective published in 2014. The increased number of objectives reflects the fact that equalities work is now embedded throughout the school leadership and governance structures. You will be kept informed of our progress relating to these as and when appropriate. The objectives will be reviewed annually and may be changed as a result of this.

Objective	Which protected group(s) will this most affect/influence	How will we know we have achieved the objective?	Actions	Review
Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms	All groups	All job adverts and descriptions will include the logo.  Disabled applicants who met the minimum criteria for a job vacancy and consider them on their abilities.	Monitor all job adverts and descriptions include the logo. Monitor the process for selecting applicants for interview to ensure it is non-discriminatory.	
To evaluate school policy, practice and procedures regarding the Equality Act 2010 (9 characteristics)	All Groups	Continue to develop formal processes to assess the extent to which school policies and procedures promote equality of opportunity.	Evaluate policies as they come up in the review cycle for equalities provision and compliance.	



To promote inclusion across the school for progress of SEND pupils to equal or exceed the percentage of their peer groups	SEND	Special Educational Need & Disability (SEND) children to meet end of year PIVOT targets	SLT continue to monitor tracking and reporting systems. S&C committee continue to review data.	
To foster the appreciation of multiple faiths outside the existing community	All Groups	To encourage visitors / visits as appropriate Rolling program across the school  Review coverage of schemes used to promote PSHE in line with statutory changes.	SLT and Governors will have clear documentation on the provision of PSHE/ SMSC.  PSHE is included on the jigsaw.	
To Build a cohesive and inclusive relationship with pre-school staff, parents and pupils	Pre-school staff, parents and pupils	Early Years Governor	SLT and Governors monitor.	
To encourage non-stereotypical career options to boys and girls.	All Groups	To bring in external speakers; utilize science facilities at Oundle School	SLT monitor. Equality Governor to monitor and report to Full Governors.	

