

Kings Cliffe Endowed Primary School Equality Objectives 2021-24 (to be reviewed annually)

Kings Cliffe Endowed Primary School - Equality Objectives 2021-24

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
1. Ensure that all policies are reviewed / written in line with the KCEPS equality statement and the Equality Act (2010)	Every KCEPS pupil or staff member, in particular those with one of the 9 protected characteristics.	Each policy will reference equality / the KCEPS equalities statement / the Equality Act (2010) / protected characteristics as appropriate. Meeting minutes will reflect that equality has been considered in policy review	Those staff / governors reviewing the policies will be familiar with the KCEPS equality statement and policy, to ensure that they can consider this when reviewing other policies. Equalities governors to complete equalities checklist as part of policy review.	
2. Use accurate data to monitor the progress of pupils from disadvantaged	Pupils with disabilities or SEND (and their families)	Use Tapestry to record data about pupil's progress. Pupils are reaching their individual targets.	SLT to monitor data on Tapestry to ensure that pupils from disadvantaged backgrounds or with SEND are progressing at a rate	

backgrounds or with SEND			equal to or exceeding their peer group.	
3. Ensure that the 9 protected characteristics are considered in all areas of the curriculum	Every KCEPS pupil or staff member, in particular those with one of the 9 protected characteristics.	Documentation from the mapping exercise eg books used in literacy feature people from a variety of ethnic backgrounds, PSHE may present non-gender typical career options Documentation from relevant governor visits / review. Observation – the way that pupils and staff at KCEPS interact with others	Mapping exercise to ensure that the 9 protected characteristics are considered in all areas of the curriculum. Governor reviews as part of regular programme of visits.	