
Great Gaddesden C of E Primary School (VA)



'Treat others exactly as you would want to be treated yourself'. (Luke 6:31)

EQUALITY OBJECTIVES 2020-2024

Equal opportunities and mutual respect to permeate every aspect of our school life.



Covid-19 has impacted on progress but has also highlighted other areas to work on e.g. remote learning)

OBJECTIVE	ACTIONS	IMPACT	NEXT STEPS 2021/22
Curriculum to meet the needs of all learners	<p>Curriculum review - audited for diversity (equal representation) and inclusion - resources and delivery – national and wider curriculum</p> <p>Focus on ‘Intent, implementation and impact’ of the curriculum, identified areas for further consideration</p>		<ul style="list-style-type: none"> Review Great Gaddesden curriculum B for 21/22 for opportunities, resources and delivery for diversity (equal representation on an ongoing basis)
Promote diversity within the Christian community	<p>Inclusion of other faiths and cultures within the curriculum</p> <p>Utilise local resources to support cultural diversity e.g. Buddhist Monastery</p> <p>School values used to reflect cultural diversity in our school community</p>	<p>Community inclusion and cohesion</p>	<ul style="list-style-type: none"> Development of further gathering of views from as many members of the community as possible, maximising input of opinions and ideas for further action to improve provision and ensure equity.
Develop safe access to school building for all stakeholders	<p>Prepare and present proposal for entrance hall to be accessible for all visitors.</p> <p>Prepare and present proposal for al pupils’ toilets to be updated and non gender specific, including facilities for wheel chair users.</p>	<p>All visitors to school will be able to have clear access.</p> <p>Pupils will have toilet area fit for purpose, promoting equality and diversity.</p> <p>Pupils will have toilet area fit for purpose, promoting equality and diversity.</p>	<p>May '21: Main entrance to school has been modernised , enabling clear access to all visitors to the school.</p> <p>April '21: Funding bid to Diocese has been successful. Worked has been out ot tender. Building work due to take place over Summer break.</p>



Support members of our school community who have been adversely impacted by Covid 19	<p>Identify members of our school community who have been adversely affected by Covid 19</p> <p>Plan and implement appropriate support for pupils /families – this includes social, emotional, health and financial challenges – including potential increase vulnerable pupils</p> <p>Make use of external agencies where additional support would be beneficial.</p>	<p>Pupils and families will be well supported in the areas of need</p> <p>Pupils + families will be able to make progress toward their desired outcome</p>	<p>To continue to monitor long term / delayed impact of challenges of Covid 19 impact.</p>
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Our equality objective-setting process has involved gathering evidence as follows:

- Parent/Carer questionnaires for SEND annual cycle and provision
- Pupil questionnaires carried out prior and after return to school following lockdowns
- Comment slips following events (not possible due to Covid restrictions)
- Feedback from Parent Representatives

Policy review consultations with stake holders, including parents/carers/staff/governors/children (and other professional where relevant)

- Children responses through Pupil Voice , ‘Don’t Bottle it UP’, Worry Boxes.
- Informal meetings with parents/carers
- CPOMS records
- Feedback at staff meetings
- Governor’s meetings



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- Governors' informal meetings with children
 - Teaching and Learning Monitoring, incl. walk arounds, lesson observations, drop-ins.
 - Work scrutiny
 - Planning scrutiny
 - Curriculum team meetings /monitoring
 - National and local strategies
 - Feedback from interventions e.g. external agencies including counselling and coaching

