



Equality Objective	Reason/Evidence	Changes sought	Proposed plan	Time line	Staff/Governor leading the project	Date of Annual Report
To implement the systematic use of and Equality Impact Assessment tool to evaluate school policy, practice and procedures. To ensure that over a four year period all policies are compliant with best practice	Currently no formal processes to assess the extent to which school processes and polices are compliant with the 2010 Equality Act.	<ul style="list-style-type: none"> Introduce equality screening process Systematically evaluate all school policy, practice and procedures on ¾ year rolling cycle Evidence that the governors have considered equality issues alongside documents agreed and consented Through the governors School Development Committee and Resources Committee nominate 1 Governor to work with school staff 	<ul style="list-style-type: none"> Hold training and awareness sessions to enable staff to undertake Equality Impact Assessments (EqIA) and be aware of the 2010 Equality Act. Policy review to include either screening or full EqIA evidence. Indicate assessments on revised/approved policies Record progress on evaluation of school documents. File to be held with JBr. 	ongoing Ongoing – begin April 2012	JB, JBr & D Wilkins	Repeated at full Governors – summer term and then annually On-going
To continue to reduce and eliminate all forms of abusive language based on gender, sexual orientation, race, ethnicity, religion, belief in order that all students feel valued and confident	Students’ use of language is not mindful of its full implications or impact. Of the racist incidents occurring all are related to inappropriate language	<ul style="list-style-type: none"> Students to exhibit greater awareness of the impact of language used and the actual meaning of what they say. Greater understanding Eliminate abuse based on discrimination 	<ul style="list-style-type: none"> Tutorial programme continually updated Activities linked to equality using visiting speakers eg. Travellers, Different religious beliefs, LGBT Work with School Council 	Launch of Behaviour Policy April 2012 Revised – Summer term– Sept 2012 Revised Summer 2013 Continue to revised	EM, Head of Years, DH and School Council	Repeated at full Governors – summer term and then annually annually
To continue to develop links with parents especially those with protected characteristics in order that they feel welcome in the	National data suggest that this can be a barrier	<ul style="list-style-type: none"> Greater proportion of parents attending consultation evenings Better support for parents to access school information 	<ul style="list-style-type: none"> Welcome in various languages Physical Accessibility of staff on consultation evenings made easier Link to SturQuest office – support for minority groups – literature available 	April 2012 June 2012 For Sept 2012 start	JCD and JGr	Repeated at full Governors – summer term and then annually annually



school and can access relevant information				Summer term 2013		
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Member of staff with Lead Responsibility for this policy: Mr Jason Davis (Headteacher)

Approved: Governing Body

Reviewed: March 2017

Policy due to be reviewed: March 2018