

Shelford School Equality and Diversity Objectives 2017 - 2021				
Success Criteria		Protected characteristic (and others identified in policy)		
1. Children will develop their awareness and understanding of different cultures and nationalities in our communities and the wider world.		Race and ethnicity Religious beliefs		
2. Children will explore the idea of 'stereotyping' so that they can challenge limiting typecasting.		Race and ethnicity Family types (sexual orientation, single parents) Disability Gender		
3. Parents and carers will be confident that the challenges (e.g long / irregular working hours) to effective home/school communication are acknowledged and responded to appropriately, within the limits of a reasonable work/life balance for staff.		Family types (sexual orientation, single parents) Disability Parents and guardians on lower incomes Parents and guardians who work long or irregular hours		
Specific actions	Lead person	Timescale and Milestones	Resources (including time)	Monitoring (by whom and how)
Teacher assessment before, during and after International Week and relevant History, Geography and topic work will show evidence of learning in this respect.	JU (International) DS (Humanities) SJ (RE)	Termly from Autumn 2017	Short slots in curriculum staff meetings	GS during monitoring visits
Specific actions	Lead person	Timescale and Milestones	Resources (including time)	Monitoring (by whom and how)
Capture conversations in class, assembly, playground, lunchtime etc. showing children's attitudes and thinking on labelling, stereotyping etc.	AE	Termly from Autumn 2017	Short termly reminders in staff meetings.	JD to receive verbal updates
Specific actions	Lead person	Timescale and Milestones	Resources (including time)	Monitoring (by whom and how)
Ensuring our communications and engagement opportunities are equally accessible to all through discussion with a range of parents. When populating new website, ensure as much information as possible is easily accessible to families. Staff workload will be addressed. (e.g. teachers will not be required to be accessible by email on a regular basis).	SB NC PE / EJ	Autumn Term 2017 Group convened and met Autumn Term 2017 Summer Term 2017 Group convened and met	Governor time Website lead's time Working group's time	Report from governors involved in focus group exploring communications. Website agenda item at FGB Workload agenda item at FGB

Brief progress report from JD and EJ after annual review of Equality and Diversity policy (LH to timetable)