

The Woodland Federation Equality Objectives 2018-2021

Equality Objective 1				
To deliver a broad and balanced curriculum, which provides opportunities for all pupils to achieve the highest standards of education, using specialist programmes and dedicated resources (e.g. Pupil Premium and Sports Premium funding) to support pupils who need it the most.				
Key strategies to address this				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Audit the curriculum and resources to ensure that the Federation take every opportunity to promote and advance equality, for example, where appropriate, ensuring pupils given opportunities to explore issues of identity, equality and racism, including the use of language, and celebrate festivals and traditions of different cultures	Executive Headteacher and SLT	Curriculum Planning Visits to and from school	Resources included in budget and budget planning	Report to Teaching and Learning Committee with evidence/examples Visits approved by full governing board
Review resources to ensure that they provide children with a range of images and messages about diversity and which challenge stereotyping for example posters, books, computer software	Executive Headteacher and SLT	Curriculum Planning and Library or educational resources	Library and educational resources included in budget and budget planning	Report to Teaching and Learning Committee and full board approval for purchase of resources
Equality Objective 2				

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<p>To review pupil related policies and procedures (particularly, but not limited to, the pupil behaviour policy, the anti-bullying policy, the provision for SEN children and the schools' accessibility plans) to ensure they facilitate full access to the curriculum and the access to the curriculum and the Federation premises and facilities whenever possible.</p>				
<p>Key strategies to address this</p>				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
<p>Ensure policies and procedures facilitate full access for all pupils</p> <p>Ensure policies and procedures are reviewed and updated regularly</p>	<p>Executive Headteacher and SLT</p> <p>Board of Governors</p>	<p>Termly data assessment and planning</p> <p>In line with policy review cycle and data reporting cycle</p>	<p>Staffing budgets considered to ensure additional staffing costs for interventions are covered by budget planning.</p> <p>Pupil Premium spending is targeted</p>	<p>Reports to governors by Executive Headteacher and SLT.</p> <p>All groups make acceptable progress all groups have access to trips and visits.</p> <p>Governors can clearly identify Pupil Premium spending is making a difference.</p>
<p>Ensure attendance is not found to be an issue with any particular group of pupils</p>	<p>Executive Headteacher and SLT</p>	<p>Termly</p>		<p>Attendance figures to be broken down by groups when reported to Governing Board</p>
<p>Equality Objective 3</p>				

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To deliver a programme of assemblies, outside visitors and education trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.				
Key strategies to address this				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Plan assemblies to embrace diversity, encourage positive attitudes and a better understanding of pupils with protected characteristics including different forms of disability	Executive Headteacher and SLT	Termly	Include costs of specialist support or advisers	Reports to Board of Governors and or Teaching and Learning Committee
Celebrate cultural diversity and different religions through assemblies and visits	Executive Headteacher and SLT and class teachers	Termly	Include costs of specialist support, advisers or visits	Reports to Board of Governors and or Teaching and Learning Committee

Equality Objective 4				
To review Federation staff related policies and procedures to ensure they comply with the Act (e.g. recruitment, flexible working, maternity and pay policies) and the Federation offers equal opportunities to all staff				
Key strategies to address this				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
To ensure all staff policies comply with the Equality Act	Governors	When reviewed		Minutes of Resources and Full Governors
Seek advice to ensure working environment is suitable for staff with Visual or Hearing Impairments and disabilities	Executive Headteacher and SLT	When required	Ensure actions and resources are included in budget planning for staff support	Staff appraisals and reports to Governors