



St. Luke's Church of England School

'Cherish, Challenge, Aspire and Achieve'



Amanda Hough
Headteacher

EQUALITY OBJECTIVES 2016-19 (Jan 2019 update)

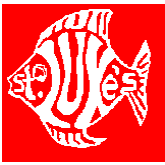
The governing body of St. Luke's Church of England has agreed the following Equality Objectives:

	Equality Objective	Success Criteria	Actions required to achieve objective	Progress (Jan18/Jan19)
Teaching and Learning	To further develop 'quality first' teaching to meet the learning needs of all children through schemes of work and lesson planning.	Improved quality of teaching in all classes and increased progress of children at risk of under-achievement.	Termly monitoring of quality of teaching and learning, including available teaching resources and deployment of Teaching Assistants,.	Daily walk through by SLT. Regular observations and good quality CPD to support subject knowledge and high quality delivery. Termly work scrutiny and 3 x a year moderations to ensure planning, assessment and pitch of lessons is appropriate as well as challenging for all. Key staff model and coach newer staff to support their delivery.
Employment and staff development	Continue to provide equal opportunities for all staff in terms of professional development and training.	That aspirations and training needs identified through the appraisal process are met.	Ensure all members of staff have participated in an appraisal process. Staff members have been given the opportunity to identify personal development points The needs that have been identified are addressed.	All staff receive training – in house delivered by both Lead staff as well as external professionals. Foci linked to SIP and school needs but also focused to ensure all staff are uptodate with national thinking. All staff have performance management and are supported through Obs and feedback. Staff have mentors and time to meet to reflect and review.



St Luke's Church of England School, Cookham Road, Maidenhead, Berks, SL6 7EG
Tel: 01628 621600, E-mail: office@st-lukesprimary.com Website: www.st-lukesprimary.com





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Accessibility	<p>To ensure equality of access to:</p> <ul style="list-style-type: none"> The physical environment The learning environment out-of-school activities including after-school clubs, trips, and visits 	For all children to have the opportunity to progress and achieve well and to be prepared for life in a diverse society.	<p>Annual visit by the health and safety governor</p> <p>Termly meetings with SEN governor to ensure provision of access to the curriculum by all.</p> <p>Raising staff awareness of disability through training as need arises.</p> <p>Progress review meetings where as necessary.</p>	<p>Daily checks for safeguarding and accessibility</p> <p>Travel plan regularly reviewed</p> <p>3x H&S Walk to review physical areas</p> <p>Daily SLT reviews of learning and 3 x termly discussions with LGB</p> <p>Morning Club, Nurture Breakfast Club and After School Clubs continue to be positively attended.</p> <p>Planning for Wrap Around Care prepared by HT</p> <p>Visits checked and reviewed.</p> <p>Opportunities/enrichment activities continue to be plenty and open to all.</p> <p>SEND termly mtgs with LGB – record of visits logged with chair and shared at FLGB</p>

Reviewed Jan 2019

New targets to be set Autumn 2019



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