



THE NORTON
KNATCHBULL
SCHOOL

EQUAL OPPORTUNITIES AND DIVERSITY AND EQUALITY OBJECTIVES ACTION PLAN

Reviewed by:	Head Teacher
Approved by Board of Governors	4 th March 2020
Progress Review by Education Committee	28 th March 2022
Date of Review of Progress against objectives	Spring 2023

EQUALITY OBJECTIVES:

Objective 1:

The school will ensure all vacancies are filled using the principles of Equal Opportunities and safer recruitment.

Why we have chosen this objective:

- To ensure that the school's recruitment process is legal, fair and objective
- to ensure that all job applicants and employees receive equal treatment and are not disadvantaged by unnecessary conditions and requirements
- to ensure the School meets its commitments to safeguarding and promoting the welfare of children and young people.

To achieve this objective we plan to:

- monitor and evaluate applications and appointments and produce an annual summary for governors.
- ensure at least one member of each recruitment panel has received relevant training

Progress we are making towards this objective March 2022:

- All selection panels include a member of SLT who has completed safer recruitment training.
- All selection and short listing completed without the 'Equalities' information sheet.
- We will work on producing a summary report at the end of this year's recruitment cycle.

Objective 2:

The School will monitor and evaluate the attainment and progress of all pupils in all year groups with specific reference to significant groups including ethnicity, special educational needs, disadvantages (pupil premium) and free school meals students

Why we have chosen this objective:

- To enable us to identify and take appropriate action to address any underachievement in these groups

To achieve this objective we plan to:

- Identify significant groups in each year group within the school
- Analyse the attainment and progress of these groups at each data drop
- Report on the progress of these groups to SLT and Governors

- Provide reports to the Raising Standards Lead, Inclusions Manager and Achievement Leaders to that they can take appropriate action necessary to address underachievement and remove barriers to learning .

Progress we are making towards this objective March 2022:

- This is built into reporting of students' progress at Education
- Raising Standards processes and all interrogation of data at data drops by AHTs and AL as well as all external outcomes review the progress of these specific groups of students
- This was also built into 2020 and 2021 CAG processes
- Additional LSA appointed using Covid catch-up money to help support raised numbers of students requiring help on return from lockdowns

Objective 3:

As part of the review of our Educational Visits and Trips Policy and procedures ensure equality and decision-making

Why we have chosen this objective:

- Whilst every school trip is planned so that it is accessible to all groups of students, the need to do this and record any action taken is not explicit in our policies and procedures

To achieve this objective we plan to:

- Review our educational visits and trips procedures

Progress we are making towards this objective March 2022:

- Policy to be reviewed to include consideration of equalities.