

## BANSTEAD COMMUNITY JUNIOR SCHOOL

### The Specific Duties – Set and Publish Equality Objectives

Characteristic	Objective	Success criteria	Date for review	Responsibility
All	Continue to review all policies and undertake a comprehensive practice review to audit equalities issues and impact.	Policies and practice reviewed and updated in light of the Equalities Act 2010 on a structured basis.	As per identified date of policy review.	All governor committees and FGB.
Race	Pupils aware of racial diversity through the curriculum and extended learning opportunities.	Through lessons and assemblies etc, continue to provide and widen opportunities for pupils to gain awareness of and learn about racial and cultural diversity other than their own.	March 2025	HT / All staff
Sex	To narrow the gap in attainment, and to identify trends of attainment for particular sub-groups based on race / disability etc.	Attainment (in reading and SPAG in particular) continues to improve and gaps in attainment are reduced between girls and boys and for disadvantaged group.	March 2025	HT/All staff
Disability	Promote positive image of disability. Ensure physical layout of the school enables physically disabled to access the curriculum.	Lesson and curriculum audits identify a number of positive examples of disability (e.g. para Olympian visit). Building works to ensure access to curriculum for all.	March 2025	SENCO/HT
All	Interested stakeholders receive training in a range of equality / diversity issues.	CPD / INSET delivered to staff / governors as required to promote confidence in challenging prejudice and promoting equality.	March 2025	HT
All	Strengthen our commitment to Quality Communications with all stakeholders.	Communications available to all stakeholders in a range of formats, responding to need. Identify appropriate support and resources.	March 2025	HT / Governors