



## EQUALITY OBJECTIVES 2019-2023

Equality Objective	Why we have chosen this objective	To achieve this objective we plan to:	Progress we are making towards this objective	Review date
<ul style="list-style-type: none"> <li>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</li> </ul>	<p>The school aims to ensure that, wherever reasonable to do so, pupils with either protected characteristics or specific needs do not face barriers to learning and achievement as a consequence of provision here.</p>	<p>Regular pupil progress meetings with key teaching staff</p> <p>Analysis of annual achievement data</p> <p>Analysis of attendance and punctuality data</p>	<p>Progress of all groups is closely scrutinised and action plans to address concerns are drawn up and reviewed regularly</p> <p>The school's performance in reading, writing and mathematics is higher than national averages</p> <p>Attendance meets agreed targets and persistent absence is tackled (there has been a reduction)</p> <p>Punctuality has risen by 8% following the implementation of revised strategies</p>	<p>Nov 2022</p>
<ul style="list-style-type: none"> <li>To provide training for all staff and governors on equality and diversity</li> </ul>	<p>In addition to the induction process for new governors, the school's leadership must be aware of current statutory requirements</p>	<p>Briefings during committee meetings</p> <p>Use of external consultant</p> <p>Headteacher updates</p> <p>Links on Governor Hub</p>	<p>Governors are aware of their statutory responsibilities with regard to equality and diversity.</p> <p>The governing board has appointed a governor with responsibility for equalities and diversity</p>	<p>Nov 2022</p>



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<ul style="list-style-type: none"> <li>To become a Disability Confident Committed employer.</li> <li><a href="http://www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme">www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme</a></li> </ul>	<p>Montpelier Primary School recognises that disabled applicants can be disadvantaged when applying for job roles in the education sector.</p> <p>Achieving Disability Confident Committed status will allow us to use the badge on our job advertisements, thereby flagging our inclusive ethos to disabled applicants.</p>	<p>In addition to inclusive recruitment policies and procedures, the school will prioritise disabled applicants for the following</p> <ul style="list-style-type: none"> <li>work experience</li> <li>student placements</li> </ul>	<p>The School's recruitment policy has been updated to include this objective.</p>	<p>Nov 2022</p>
<ul style="list-style-type: none"> <li>Create a dynamic analysis of recruitment data and trends with regard to race, gender and disability for future recruitment, and report on this annually to the Autumn meeting of the Strategic Development Committee.</li> </ul>	<p>This will help the school to be sure that its recruitment advertisements, literature and approach are reaching a diverse group of potential applicants and to make improvements as necessary.</p>	<p>Keep a single spreadsheet with anonymised data of each applicant for each advertised role, showing age, gender, ethnicity and disability status. This to include whether the applicant was interviewed, appointed or rejected. If rejected, the reason.</p>	<p>Spreadsheet has been created ready for the next round of recruitment.</p>	<p>Nov 2022</p>