Equality Objectives for the School 2022-26

Intent	Implementation	Impact
Try and ensure that the diversity of the: - Teaching and leadership staff - Non-Teaching staff - Governors is more representative of the makeup of the pupils and community we serve.	- Cultivate a welcoming environment - Review the language used in adverts and identify alternative platforms to advertise in order to reach a more diverse audience. - Ensure the website reflects our culture - Lead an in-house census to get a more specific set of data for pupils and teachers. - Exit interviews with external bodies. - Staff training for subconscious bias/ micro-aggressions and the impact. - Racial incidents are adjudicated impartially and without the fear of repercussions or judgement. -Register with the 'Global Equality Collective'.	- Diversity will be more visible in the school, so that it mirrors better the pupils and the local community. - Stakeholders will be proud to be associated with George Spicer and this will be reflected when we externally demonstrate our values and beliefs.
That we engage more with the local community, especially those represented in the seven categories.	- Guest speakers from the local community - Use mediums like the school councils to be more active in the local community. - Use social media and website to advertise the opportunity to come in. - Look at engaging with social media users such as 'Next Door' or 'Love Your Doorstep' to promote vacancies and initiatives. - Revamp and reintroduce a more purposeful 'International Evening'.	- That George Spicer becomes a more active member of the community that it serves.
To demonstrate our culture of equality and diversity more visibly within the school buildings.	- Demonstrate on our Learning Objectives our commitment to equality - Look at permanent displays celebrating diversity and the successes of people from the protected characteristics. - Look at engaging with social media users such as 'Next Door' or 'Love Your Doorstep'. - Linking with other schools to see good practice.	- People from the protected characteristics will be celebrated visibly for their contributions rather than defined by their protected characteristic.
To ensure new pupils with EAL are thoroughly assessed and given the best opportunities to develop their language and access the George Spicer Curriculum to the fullest.	- Designated EAL staff to receive training in supporting needs. - Ensure that EAL children are not grouped with SEN or LA groups if their knowledge is better in their own language. - Effectively measure the proficiency in English for children who are identified as EAL.	- The assessment of EAL students is effective and purposeful. - The needs of EAL pupils will be met effectively and enable them to access general lessons more quickly.