

Equality Objectives for the School 2021-25

| Intent | Implementation | Impact |
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| <p>Try and ensure that the diversity of the:</p> <ul style="list-style-type: none"> - Teaching and leadership staff - Non-Teaching staff - Governors <p>is more representative of the makeup of the pupils and community we serve.</p> | <ul style="list-style-type: none"> - 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. Make this visible via website and social media. - Racial incidents are adjudicated impartially and without the fear of repercussions or judgement. - Register with the 'Global Equality Collective'. | <ul style="list-style-type: none"> - 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. |
| <p>That we engage more with the local community, especially those represented in the nine categories.</p> | <ul style="list-style-type: none"> - Guest speakers from the local community – amalgamate a bank of options. - Use mediums like the school councils to be more active in the local community. - Use Twitter and website to advertise the opportunity to come in. - Look at engaging with social media users such as 'Next Door' or 'Love Your Doorstep'. - Revamp and reintroduce a more purposeful 'International Evening'. | <ul style="list-style-type: none"> - That George Spicer becomes a more active member of the community that it serves. |
| <p>To demonstrate our culture of equality and diversity more visibly within the school buildings.</p> | <ul style="list-style-type: none"> - Demonstrate on our Learning Objectives our commitment to - 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. | <ul style="list-style-type: none"> - People from the protected characteristics will be celebrated visibly for their contributions rather than defined by their protected characteristic. |
| <p>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.</p> | <ul style="list-style-type: none"> - Employ an EAL teacher. - 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. | <ul style="list-style-type: none"> - 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. |

Review of Objectives January 2023

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