

Equality Objective	Staff	Action	Resources	Success criterion
1) To publicise Equality Objectives and disseminate policies dealing with racist incidents and equal access to the curriculum	SLT	Policy to be published on the school website. Dissemination of content to be revisited through regular staff INSET sessions and as part of the induction package to new staff Website updated Jan 2023	Time slots to maintain staff awareness / manage input onto school website	Policies fully embedded within the working of the school. All staff are aware of how to access policies and familiar with their content Jan 2023 DEI is well-embedded in school life, in culture and in ways of working. Confirmed by Ofsted 2022. The school has led work Dorset-wide.
2) To ensure all groups (gender, ethnicity, disability) are having their learning needs met with extra provision when pupils fall behind 2023 update – To narrow the gap identified in writing between boys and girls annually. Covid still presents setbacks. The gap is complex and covers all parts of the writing process: script, composition, coherence, stamina etc.	SLT & whole staff	Continuous monitoring of ALL pupils by SLT and middle managers; regular scrutiny of PP children by Year Leaders; interventions to be used for individuals / groups when specific needs are identified (ie academic, behavioural, social, emotional.) to maximise learning opportunities Interventions with identified pupils. 1:1 and smaller group teaching. Whole school approach to cursive handwriting across ALL subjects. English team use material with which boys engage better and capitalise on this.	Regular time slots for monitoring / analysis; Employment of resources for highlighted interventions	Learning opportunities are maximised for ALL children – catering for specific needs of all individuals; children show optimum progress in line with their peers locally and nationally. Closing the gap between boys and girls, disadvantaged students and others is an area of focus in class progress meetings. Effective classroom practice meets needs, confirmed by Ofsted 2022.
3) To maintain records of racial and bullying incidents; exclusions and suspensions; school trips and extra-curricular activities by gender, ethnicity, age and disability.	GBi	Records to be maintained by key staff.	Time for updating data onto school admin system + analysis	Data can be accessed for the criterion as listed Available in HT report termly to governors.
4) To maintain UNICEF 'Rights Respecting School' Level 2 status	GBi	Continued practice of children's rights being at the forefront of the school; regular assemblies,	Time / finance to run themed days	The school can continue to be identified as a RRS Level 2 school in appearance, ethos and

As of 2020, we no longer subscribe to this body but maintain the ethos in our Relationship Policy together with our 'Ready, Respectful, Safe' mantra.		themes and events to promote the ethos – where possible driven by the children ('Student Voice' Relational practice and policy is embedded across school.	/ events promoting RRS Time / whole school staff engagement	ambassadorial role within the local community Data & evidence gathered from Anti-Bullying ambassadors, community projects. The school's Christian values drive this culture and there is much work around this area.
5) To ensure the school environment includes displays reflecting the multicultural nature of British society and reflects the achievements of both men and women	SLT & whole staff	Encouragement of all members of the school community to contribute to displays highlighting multiculturalism and British achievement from as wide a spectrum of society as possible. 'School Council' to take a lead in monitoring this.	Time to compile and monitor displays	Regular 'Learning Walks' witness a school environment displaying multiculturalism and British achievements of ALL members of society; regular reference to these aspects as part of school assemblies and themed events Several areas in school are visibly multicultural e.g. flag wall, Humanity Garden, timeline, Climate Heroes display, Reading Wall

This action plan has now run its course and we are waiting for a new Wessex MAT DEI policy in order to inform our new three year plan. March 2023