

Chadwell St Mary Equality objectives statement action plan 2023-24

Dealing with prejudice					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
A number of incidents related to traveller-related comments have indicated that racism/bullying is a problem in the school in a small but significant number of cases..	To ensure pupils understand why racist bullying is wrong; are appropriately sanctioned if they are perpetrators; and are supported if they are victims.	<p>To improve teaching around prejudice and bullying, with racism specifically being addressed – this will be done via assembly in the Autumn term and on the next PSHE day.</p> <p>To improve training for staff in how to handle incidents of racist bullying and support victims – this will be enacted as soon as possible.</p>	The head of school and PSHE teachers.	The number of prejudice-related incidents of racist bullying will decrease significantly.	To be reviewed in the Spring and Summer terms.
Celebrating diversity					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
Children not understanding the difference is to be celebrated	To ensure that the school celebrates a diverse range of representation	To diversify the range of role models - this will be done via assembly in the Autumn term and incorporated into the school's PSHE curriculum.	The HoS and PSHE teachers.	The school's celebration of difference and success will be conscious and deliberate to ensure children	To be reviewed in the next Autumn term.

				understand the importance of this	
Enabling representation					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The local area has a high proportion of BME families, which is reflected in the school's pupils, but not in the composition of the current LSAB	To ensure the school's LSAB is representative of the school's local community.	To actively recruit with diversity in mind for the LSAB meeting at the end of the Autumn term.	EHT	The school's LSAB will be representative of the local community	To be reviewed in the governing board meeting at the end of the Spring term.
Supporting inclusion					
Identified concern, with evidence	Equality objective	Actions for improvement, with timescales	Staff responsible	Success criteria	Review
The new barrier to the carpark might prevent access to school for certain users	To ensure the carpark is as accessible as possible for all members of the school community.	To ensure that the newsletter and all visitors to school as time of appointment being made know that they should call the school office for the barrier to be released.	School admin staff	All visitors can access the carpark	To be reviewed after the Autumn half-term.