



St. Michael's C.E Infant School Equality Objectives 2022/23

Ref	Objective	Measured by	Activity	Lead	Progress milestones
1	<p>PROMOTING EQUALITY – ETHOS AND CULTURE</p> <p>Provide training opportunities for all staff to explore unconscious bias and how we support and encourage this within our organisation.</p> <p><i>Unconscious bias (or implicit bias) is often defined as prejudice or unsupported judgments in favour of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. ... In contrast, deliberate prejudices are defined as conscious bias (or explicit bias).</i></p> <p>Why:</p> <p>Recent global events have highlighted issues related to racial prejudice and we feel we should engage with training to develop our personal and professional understanding of this and other areas of potential bias.</p>	<p>HT Training completed.</p> <p>Training disseminated to staff completed.</p> <p>Staff engagement with area covered.</p> <p>Staff meeting minutes.</p>	<p>CPD to explore our understanding of the area and reflect personally on our own experiences and how they might influence our behaviours as individuals and staff members.</p> <p>Reflection on diversity seen in school (pupils, staff and governing body) on a regular basis.</p>	<p>Leadership Team</p>	<p>Training completed.</p> <p>Staff awareness raised.</p> <p>Any bias is identified and challenged and alternative behaviours explored.</p> <p>CPD on-going.</p>



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2	<p>PROMOTING EQUALITY – ETHOS AND CULTURE</p> <p>Ensure all literature, including reading books sent home to children, promotes diversity and equality at an age and stage appropriate level.</p> <p>Why: We have identified that many of our books are old-fashioned and many contain out dated references and content. Reading is a valued activity and we feel children should be exposed to high quality books that deliver a positive equality message.</p>	HoS	<p>School library review to take place to ensure books have been checked for appropriate content relating to protected groups. Any books identified as inappropriate to be removed and replaced.</p> <p>New books to be purchased</p>	Literacy lead	<p>Completion of audit. Purchase of new books to broaden range of books showing and promoting inclusion and celebrating difference.</p> <p>All current and new books have been audited by the English Lead.</p> <p>Newly acquired books will continue to be carefully selected to promote equality.</p>
3	<p>PROMOTING EQUALITY – PARTNERSHIPS WITH PARENTS</p> <p>Raise awareness and provide parents with opportunities to better understand issues related to equality</p> <p>Why: Parents are a vital part of our community and should contribute to equality objective decisions and monitoring.</p>	Equality group	<p>e-mails and newsletters content explicitly contains equality information and signposts to resources (high-quality leaflets, resources, websites etc)</p> <p>Parent workshops (when possible at the school or by zoom)</p> <p>Set up an equality group including parents and staff.</p> <p>Content on website including policy and objectives and these are reviewed by the equality group.</p>	<p>HoS</p> <p>Exec. Head</p> <p>Exec. Head</p>	<p>Regular content seen.</p> <p>Carried forward.</p> <p>Workshops held and well attended.</p> <p>Group established. Meet regularly. Objectives reviewed and actions taken if any issues are identified.</p>