

Oxford Diocesan Schools Trust



Church House Oxford • Langford Locks • Kidlington • Oxford • OX5 1GF

Equalities Objectives 2023-2027

Burford Primary School



Respect, Aspire, Achieve

These objectives were set by the LGB in July 2023.

They will be reviewed annually with members of the LGB.

All children are provided with equal access to the curriculum. We aim to provide equitable learning opportunities regardless of gender, ethnicity or home background.

signed

Elizabeth Mason
Interim Headteacher

Jo White & Hannah Lake
Co-Chair of Governors

date

14th July 2023

Equality Objectives 2023-2027

The Governing Body of Burford Primary School has agreed the following Equality Objectives and will monitor and review these within Governing Body Meetings.

Equality Objective	Success Criteria	Actions required to achieve objective	Aims of the Equality Duty	Protected Characteristics
To further develop 'quality first' teaching to meet the learning needs of all children through schemes of work and lesson planning.	Improved quality of teaching in all classes and increased progress of children at risk of underachievement.	Termly monitoring of quality of teaching and learning, including available teaching resources and deployment of Teaching Assistants,.	Advance equality of opportunity	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
To provide appropriate support for pupils to access education through SEND framework as required.	For SEND objectives to be fully met in order that all children have access to education	To work together with external agencies to identify and meet the needs of individual children, as required.	Eliminate unlawful discrimination Advance equality of opportunity	Race Disability ✓ Gender Religion or Belief Sexual Orientation Age
Continue to provide equal opportunities for all staff in terms of professional development and training.	That aspirations and training needs identified through the appraisal process are met.	Ensure all members of staff have participated in an appraisal process. Staff members have been given the opportunity to identify personal development	Advance equality of opportunity Foster good relations	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓

		points The needs that have been identified are addressed.		Sexual Orientation ✓ Age ✓
To provide, monitor and review equal opportunities when recruiting staff to the school.	Equality duty is fully integrated within recruitment processes.	Continue to follow recruitment policy and procedures which include adherence and championing of the equality duty. Ensure good access arrangements for interview processes.	Advance equality of opportunity Eliminate unlawful discrimination	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
To effectively monitor matters related to Equality in order to evaluate provision and development needs within the school	For systems to be effective in identifying equality issues in order for them to be addressed.	Equality objectives and rationale are clear across the school Equality matters are monitored and evaluated at Governor meetings Staff are appropriately trained to understand equality matters and their role in promoting equality across the school Development needs are noted and actioned accordingly	Eliminate unlawful discrimination Advance equality of opportunity	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓