



# Equality objectives 2023

<p><b>Links to:</b> DEIB Action Plan, SDP Objective 1  <b>Lead:</b> Cindy O'Sullivan, Charlotte Almond  <b>Budget:</b> Curriculum budgets (resources) and book funds (donations and PTA)  <b>Link Governor:</b> Steve Oldfield</p>	
Objectives	Key actions
<b>Objective 1</b>	
Enhance methods of communication with pupils, parents and carers and the local community to facilitate mutual understanding and co-operation	<p>Review all school policies and publications to communicate school commitment to Diversity, Equity, Inclusion and Belonging (DEIB).</p> <p><i>Summer term 2023:</i>            Gather stakeholder views to define Gosden's DEIB and Values Statement.            Create Accessibility Policy to replace statement on policy documents.</p> <p><i>Autumn 2023:</i>            Replace accessibility statement with DEIB values statement, to accompany ethos and safeguarding commitments.            Add these 3 commitment statements to all policies and job adverts.            Staff and Governor training DEIB with Diverse Educators to inform actions.            Replace current Gosden Values with updated DEIB Values.</p> <p><i>Spring 2024:</i>            Review recruitment processes and protocols to ensure consistency with DEIB values, ethos and safeguarding.            Update school website to reflect school these commitments.            Review Governance documentation to reflect commitments.</p>
<b>Objective 2</b>	
Increase representation and diversify role models amplified through the curriculum to ensure we are creating mirrors and windows	<p>Audit all school curricula for gaps and discrepancies in regard to Protected characteristics: PSHE, RSE, Creative and Curious, Happy and Healthy, Literacy and Numeracy.</p> <p><i>Autumn 2023:</i></p>

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for children to learn about themselves and others.	Audit PSHE/ RSE curricula to ensure coverage of Protected Characteristics and compliance with Equality Act.  <i>Spring, Summer 2024:</i> Based on PSHE/ RSE audit process, audit remaining curricula accordingly.
<b>Objective 3</b>	
Raise awareness of other cultures, genders and families via exposure to a range of literature	Review school book stock to ensure representation of Protected Characteristics, including key cohorts within the school population.  <i>Autumn 2022 – Spring 2023</i> As part of guided reading overhaul, remove outdated stock and replace with books which positively represent protected characteristics. Source book sellers who stock EDI specific titles. Same process with libraries. As part of PSHE development plan, ensure new resources are linked to the curriculum and representing protected characteristics linked to teaching and learning.  <i>Ongoing</i> As part of curriculum development process, ensure all resource purchases take DEIB into consideration. Maintenance of book and AV resources ongoing.

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