

Equality Objectives 2021-2024

Link to public sector equality duty	Objectives Intent	responsible	Actions Implementation	Monitoring, evaluation and impact
All	Increase awareness of cultural capital and consider how this can be developed within the context of our school.	LH	<ul style="list-style-type: none"> * Consider what this means as a staff and explore ideas of how to use our community to champion our approaches. * discuss the place of individuals in our unique school community and how to best raise awareness of different cultures, races and ways of life using the strength within the existing community and auditing any additional needs. * Consider cultural capital carefully when planning termly challenge questions. All themes to allow scope. * use the existing diversity in our community to provide a vast array of experiences 	<p>Staff will be confident in what developing cultural capital at DCHS looks like</p> <p>The potential within our community is championed</p> <p>Children will be able to talk about our school culture and community, about diversity and the positive contribution to society that differences and diversity bring.</p>
All	Ensure the school's core values of 'Include, Ignite Innovate' are at the heart of our activities and that our curriculum reflects our inclusive ethos which recognises diversity as a strength of our school.	LH and all staff planning curriculum	<ul style="list-style-type: none"> * consider curriculum design which does not disadvantage part time or children entering / leaving at different points in mixed age classes. * ensure values and inclusion are central in our subject visions and progression and coverage documents. * provision meeting the needs of increased number of SEN 	<p>Our curriculum design and content is reviewed regularly and impact shared with leaders and our community.</p> <p>Children will be able to talk about how our curriculum is inclusive and supports diversity.</p>

			<ul style="list-style-type: none"> * consider inclusion carefully when planning termly challenge questions. * include in termly curriculum auditing * use 'off-piste' opportunities including current affairs 	
All	Ensure that all staff have access to a package of equal opportunities training to enable them to build understanding of equality issues and to contribute ideas in order to champion equality, diversity and inclusivity in our unique setting.	All staff	<ul style="list-style-type: none"> *explore options for further training Spring 22 *staff to revisit equal opportunities training Summer 22 *adapt key messages for our unique community to make this bespoke. Integrate into INSET Summer / Autumn 22 	Staff will be confident in understanding equal opportunities within the context of DCHS and contributing to ensuring equality, diversity and inclusivity are strengths in our school community.