

Equality Objectives: 2021-25

What we're aiming for:	What we're going to do and why we're going to do it:	Who is leading this:	When it is going to start:	Money and resources:	What we'll see when we've done it; what we'll do to help us know; and who will check:
Equality Objective 1					
Increase the proportion of minority groups achieving national expectations in EYFS, phonics, KS1 and KS2.	<p>Introduce more effective teaching strategies and approaches.</p> <p>The pandemic has led to a widening in the attainment gap between minority and non-minority groups.</p>	Lesley Vicky	Ongoing	See SIP	Gaps between minority groups are narrowing and minority groups at Columbia are doing better than their peers nationally; Termly data analysis Governing Body to check.
Equality Objective 2					
Increase the proportion of minority groups on the staff.	<p>Work with LETTA Initial Teacher Training to increase the number of trainee teachers from minority ethnic backgrounds.</p> <p>Work with Kickstart to increase the number of support staff from a range of minority ethnic backgrounds.</p>	Olly	Ongoing		The teaching and support staff will reflect the community served by the school; Equality data; Governing Body to check.

	Our teaching and support staff do not yet reflect our local community.				
Equality Objective 3					
Develop an approach to anti-racism.	<p>Involvement in anti-racist project with Global Learning London which will lead to a development plan.</p> <p>We would like to update our thinking about anti-racism.</p>	Lesley Rabia	Sept 2021		Plan for how to implement an anti-racist approach to school; clear objectives which are monitored regularly; report to governing body
Equality Objective 4					
Develop an approach to LGBTQIA+	<p>Support from an organisation with how to teach in an LGBTQIA+ supportive way.</p> <p>We would like to update our thinking on this.</p>	Olly	Sept 2022		Plan for how to implement an LGBTQIA+ friendly approach to school; clear objectives which are monitored regularly; report to governing body
Equality Objective 5					
Implement the school vision which states "we love that we are all different."	<p>Assemblies for children to unpick and understand deeply what it means to love that we are all different.</p> <p>Our vision is new to the school and we want to make sure children understand it deeply.</p>	Olly	Ongoing		Children will have a good understanding of the vision and will be able to talk about live examples of it; Pupil voice; Report to governing body