

Review of Equalities Objectives September 2017 – July 2021

Objective	Review/Achieved
To manage the school's conversion to a Multi Academy Trust within the Oxford Diocese Buckinghamshire Schools Trust (ODBST).	<ul style="list-style-type: none"> • Consultation and due diligence were carried out effectively • Parents and other stakeholders were given opportunities to raise questions, concerns and give feedback • Governors, staff and stakeholders attended all meetings relevant to the academisation process • Staff and Governors attended all training sessions for new procedures (eg; Target Tracker, admin and finance) • Relevant people attend all information meetings within the ODBST and ODST once converted • Appointment of an independent clerk to the Local Governing Body • All documentation pertaining to the academisation was reviewed and completed in a timely fashion • Finances and Budgets were reviewed and managed with support of ODBST • Governors attended Diocesan-led governor training sessions • Retention of school identity and place within the local community as the local village school. • There appeared 'No change' for children in day to day school experience – an important consideration from feedback given • Outcomes for pupils closely monitored and reviewed by ODBST • Successful conversion to a Multi-academy Trust on 1st November 2017 • Policies and procedures reviewed and amended to ensure compliance in the following few years
Ensure Great Horwood School's place within the wider community and ensure school is inclusive to all children regardless of ethnic group	<ul style="list-style-type: none"> • Working with local groups such as the Youth Club, Scouts, Brownies, St James Church on joint projects (e.g; Toddler group) • The Nursery working group investigated joint projects with other local schools and nurseries and as a result successfully raised the profile of Acorns Nursery within local community – there has been an increase of Nursery pupils from 1 to 7 • School has ensured through improved communication that parents of all ethnic groups are aware of opportunities for getting involved in school projects and events • PSHCE and RES curriculum has been reviewed to ensure in-class opportunities for children to learn about inclusion, tolerance and race discrimination • Staff training has taken place so that they are aware of what constitutes a racist incident and what doesn't, how to record and follow up. • The SIAMs group (which includes members of Church community) have met regularly with a focus on inclusivity in the local community. • The parental groups volunteering for the school (PTA, parent helpers, Year 6 leavers committee) include parents of all ethnic groups represented in school. • Very few racist instances reported during the academic years 2017-2021, with a decline in recent years.
To successfully manage the admission and induction of increasing numbers of ethnic groups into school.	<ul style="list-style-type: none"> • Close links with Local Authority and ODBST admissions regarding arrival/departure of new children to the school has been maintained • Successful induction of all new children to school has included; a tour of school, welcome starter pack and discussions with the Headteacher and staff. • Family liaison officer employed to promote good relationships and improve communication with all parents • Governors are aware of the inclusive provision for children from ethnic groups via the Headteachers report • Support given to parents to complete all the relevant documentation, organise transport and order meals. • New children settle quickly, making friends and are supported to ensure a smooth transition.
Develop	<ul style="list-style-type: none"> • The School community has participated in annual fundraising schemes such as; Water Aid, Christian Aid, Samaritan's Purse Christmas Boxes,

**awareness of how
children live
around the World**

Children in Need and Red Nose Day etc.

- School visits to build in opportunities for pupils to experience other cultures include a visit to Christ Church Cathedral in Oxford and Oxford Synagogue. Due to COvid-19 since March 2020 there has been limited progress in this area
- The school curriculum has been reviewed to ensure there is a focus on learning about other countries and cultures for example, Ireland
- Representatives from Samaritan's Purse and Children's Society have lead assemblies in school on a variety of multicultural themes.
- Pupils have a greater awareness of their place in the wider world and awareness of other cultures has increased.
- School have promoted positive relationships and links with children from other cultures and diverse ethnic backgrounds.