

Equality Objectives 2023-2024

Objective 1	Key actions	Timeframe	Responsible
<p>Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.</p>	<ul style="list-style-type: none"> ● Implement PSHE/RSE scheme across the school, including whole school assemblies. ● Implementations of RE scheme. ● Organise 'Experience ladder' visits to other cultural places. ● Mark and education children on different religious celebrations and their significance. ● Continue to teach British Values through assemblies and curriculum links. 	<p>September 2023 – July 2024</p>	<p>All Staff</p>
Objective 2	Key actions	Timeframe	Responsible
<p>To ensure that there is proportional representation of diverse groups, for example through literature and images.</p>	<ul style="list-style-type: none"> ● Continue to celebrate diversity in temporary and permanent displays. ● Develop the breath of diversity in reading books, both fiction and non-fiction. ● Celebrate diverse international events. 	<p>September 23 – July 24</p>	<p>All staff</p>

Objective 3	Key actions	Timeframe	Responsible
<p>Ensure that access to a broad and balanced curriculum is considered in terms of visible and invisible barriers, especially for students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.</p>	<ul style="list-style-type: none"> ● Ensure all pupils are included in full curriculum. ● Only short interventions (time or period) are used, to ensure access to all subjects – this is for all pupils. ● Provide additional resources to support children to access the curriculum. ● Differentiate learning as appropriate. ● Ensure all pupils are supported to attend all trips. 	<p>September 23 – July 24</p>	<p>SLT & Curriculum leads</p>

Objective 4	Key actions	Timeframe	Responsible
<p>Actively close gaps in attainment and achievement between students and groups of students especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.</p>	<ul style="list-style-type: none"> ● Quality First Teaching uses to support all pupils. ● Use PP and SEN funding to provide interventions. ● Use catch up funds to support attainment gaps. ● Use RAG meetings to monitor progress and support new strategies. ● Uses funds to support additional resourcing and resources to aide progression. 	<p>September 23 – July 24</p>	<p>PP Lead & SLT</p>

Objective 5	Key actions	Timeframe	Responsible
<p>To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.</p>	<ul style="list-style-type: none"> ● Use Attendance Officer and EWO to track and implement strategies to support attendance. ● Work closely with parents from an early stage if attendance is an issue to ensure school is accessible to pupils and parents. ● Celebrate positive attendance on a weekly basis. 	<p>September 23 – July 24</p>	<p>Inclusion lead & all staff</p>

Agreed – May 2024

Review - Sept 2024