

# Equality, Diversity and Inclusion - Objectives 2024-2025



*Mountford Manor Primary School is an inclusive school where we focus on the wellbeing and progress of every child and where all members of our community are of equal worth. We believe the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.*

Objective 1	Key actions	Timeframe	Responsible
Monitor and analyse children's achievements in the school by gender, race and disability. Act on any trends or patterns in the data to ensure children requiring additional support get what they need in a timely manner. Actively close any gaps in attainment between groups of children particularly between vulnerable groups and their non-vulnerable counterparts.	<ul style="list-style-type: none"> <li>●Quality First Teaching used for all children in all classes</li> <li>●Use PP and SEN funding to provide interventions above and beyond QFT.</li> <li>●Use weekly RAG analysis and meetings to monitor progress and support new strategies.</li> <li>●Use funds to support high quality resourcing and resources to aide progression.</li> <li>●Use monitoring schedule to quality assure learning environments, books and quality of teaching and learning.</li> </ul>	September 2024 – July 2025	All staff Monitored by SLT
Objective 2	Key actions	Timeframe	Responsible
Promotion of cultural understanding and awareness of different religious beliefs between all groups within our school community. Deliver this through a broad and balanced curriculum that is effective in its delivery and has a proportionate representation of diverse literature, images and topics.	<ul style="list-style-type: none"> <li>●Ensure all pupils are included in the full curriculum.</li> <li>●Where interventions are used for core learning, ensure these are timetabled in a way to ensure children have access to all subjects.</li> <li>●Provide additional resources and scaffolding to support children to</li> </ul>	September 2024 – July 2025	All staff Monitored by SLT

Mountford Manor Primary School; proud to be an inclusive school catering for children from 2-11 years old.

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	<p>access the curriculum for all subjects.</p> <ul style="list-style-type: none"> <li>● Ensure all pupils are supported, wherever possible, with reasonable adjustments in place, to attend all trips.</li> </ul>		
<b>Objective 3</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
Monitoring and promotion of the involvement of all groups of children in the extra-curricular offer available to all children. Including the School Council and Pupil Leadership Team, with particular emphasis on children with special educational needs and disabilities.	<ul style="list-style-type: none"> <li>● Encourage different groups to participate in after-school clubs.</li> <li>● Encourage diverse representation on school panels e.g. playleaders, house captains, school council, etc.</li> </ul>	September 2024 – July 2025	All staff Monitored by SLT
<b>Objective 4</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.</p> <ul style="list-style-type: none"> <li>● Age</li> <li>● Disability</li> <li>● Gender</li> <li>● Marriage</li> <li>● Race, nationality or ethnic origin</li> <li>● Religion</li> <li>● Sexual orientation</li> <li>● Pregnancy</li> <li>● Sex</li> </ul>	<ul style="list-style-type: none"> <li>● Implement and embed PSHE Jigsaw scheme across the school.</li> <li>● Embed SMSC and values through whole school assemblies to develop breadth and understanding, especially around inclusion.</li> <li>● Embed British Values through our PSHE, assemblies and wider curriculum.</li> <li>● Reinforce the school 'Code of Conduct' and use this in everyday language in school.</li> <li>● Use of child-friendly anti-bullying policy.</li> </ul>	September 2024 – July 2025	All staff Monitored by SLT

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	<ul style="list-style-type: none"> <li>●Raise awareness through kindness weeks and anti-bullying weeks.</li> <li>●Continue to develop nurturing culture, where children feel safe to talk about their feelings.</li> </ul>		
<b>Objective 5</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism.	<ul style="list-style-type: none"> <li>●Use Attendance Officer and EWO to track and implement strategies to support attendance, including lateness.</li> <li>●Work closely with parents from an early stage if attendance levels drop or if lateness becomes a trend to ensure school is accessible to all children and parents.</li> <li>●Follow SBC and DfE guidelines and procedures for poor attendance.</li> <li>●Celebrate positive attendance on a weekly basis in assembly. On a termly basis with certificates and with yearly prizes.</li> </ul>	September 2024 – July 2025	Attendance Officer and HT

**Objectives set: September 2024**

**To be reviewed: July 2025**