



## 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"> <li>● Implement PSHE/RSE scheme across the school, including whole school assemblies.</li> <li>● Implementations of RE scheme.</li> <li>● Organise 'Experience ladder' visits to other cultural places.</li> <li>● Mark and educate children on different religious celebrations and their significance.</li> <li>● Continue to teach British Values through assemblies and curriculum links.</li> </ul>	<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"> <li>● Continue to celebrate diversity in temporary and permanent displays.</li> <li>● Develop the breath of diversity in reading books, both fiction and non-fiction.</li> <li>● Celebrate diverse international events.</li> </ul>	<p>September 2023 – July 2024</p>	<p>Subject leaders</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"> <li>● Ensure all pupils are included in the full curriculum.</li> <li>● Only short interventions (time or period) are used, to ensure access to all subjects – this is for all pupils.</li> <li>● Provide additional resources to support children to access the curriculum.</li> <li>● Differentiate learning as appropriate.</li> <li>● Ensure all pupils are supported to attend all trips.</li> </ul>	<p>September 2023 – July 2024</p>	<p>SLT</p>
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<b>Objective 4</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>
<p>Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the academy, including leadership opportunities, especially pupils with special educational needs and disabilities.</p>	<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, school council, etc.</li> </ul>	<p>September 2023 – July 2024</p>	<p>SLT</p>
<b>Objective 5</b>	<b>Key actions</b>	<b>Timeframe</b>	<b>Responsible</b>

<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"> <li>●Quality First Teaching uses to support all pupils.</li> <li>●Use PP and SEN funding to provide interventions.</li> <li>●Use catch up funds to support attainment gaps.</li> <li>●Use RAG meetings to monitor progress and support new strategies.</li> <li>●Uses funds to support additional resourcing and resources to aide progression.</li> </ul>	<p>September 2023 – July 2024</p>	<p>PP Lead SLT</p>
<p><b>Objective 6</b></p>	<p><b>Key actions</b></p>	<p><b>Timeframe</b></p>	<p><b>Responsible</b></p>
<p>To actively support the inclusion, attainment and well-being of our growth refugee community.</p>	<ul style="list-style-type: none"> <li>●Use DfE funding to support the education of our refugee pupils.</li> <li>●Uses funds to support additional resourcing and resources to aide progression.</li> <li>●Use curriculum (Including British Values) opportunities to develop understanding and inclusion of pupils in all areas of school and community life.</li> </ul>	<p>September 2023 – July 2024</p>	
<p><b>Objective 7</b></p>	<p><b>Key actions</b></p>	<p><b>Timeframe</b></p>	<p><b>Responsible</b></p>

<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>● Implement PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion.</li> <li>● Embedded British Values through our PSHE, assemblies and wider curriculum.</li> <li>● Reinforce the school rules and use this in everyday language in school.</li> <li>● Continue to develop nurturing culture, where children feel safe to talk about their feelings.</li> <li>● Use well-being questionnaire to gauge wellbeing.</li> <li>● Implement the school Behaviour Policy around bullying conducted in and outside of school (as per the policy).</li> </ul>	<p>September 2023 – July 2024</p>	<p>All Staff</p>
<p><b>Objective 8</b></p>	<p><b>Key actions</b></p>	<p><b>Timeframe</b></p>	<p><b>Responsible</b></p>
<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"> <li>● Use Attendance Officer and EWO to track and implement strategies to support attendance.</li> <li>● Work closely with parents from an early stage if attendance is an issue to ensure school is accessible to pupils and parents.</li> <li>● Celebrate positive attendance on a weekly basis.</li> </ul>	<p>September 2023 – July 2024</p>	<p>SLT</p>

**Agreed – September 2023**

**Mid Year Review – May 2024**

**Review – September 2024**

Rodbourne Cheney Primary School