**West Kidlington Primary and Nursery School - Equality Objectives 2023-2024 **

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| **Objective 1** | **Key actions** | **Timeframe** | **Responsible** |
| Promotion of culturalunderstanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery. | * Implement PSHE (Lifewise)/RSE scheme across the school, including whole school assemblies.
* Implementations of RE scheme.
* Organise ‘Experience ladder’ visits to other cultural places.
* Invite Religious Leaders into school.
 | September 2023 – July 2024 | All Staff, Governors, RE leader, PSHE leadergGoverno |
|   | * Mark and education children on different religious celebrations and their significance.
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|   | * Continue to teach British Values through assemblies and curriculum links.
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| **Objective 2** | **Key actions** | **Timeframe** | **Responsible** |
| To ensure that there is proportional representation of diverse groups, for example through literature and images. | * Continue to celebrate diversity in temporary and permanent displays. Update hall display.
* Develop the breath of diversity in reading books, both fiction and non-fiction.
* Celebrate diverse international events.
 |  September 2023 – July 2024 | English leader, HT, Governors RE leader |
| **Objective 3** | **Key actions** | **Timeframe** | **Responsible** |
| 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. | * Organise intervention so that lessons missed do not fall on the same day each week
* 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.
 |  September 2023 – July 2024 | Phase leaders, SLT and Governors |

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| **Objective 4** | **Key actions** | **Timeframe** | **Responsible** |
| 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. | * Encourage different groups to participate in after-school clubs.
* Encourage diverse representation on school panels e.g. playleaders, school council, etc.
* Ethos where all children are entitled to represent the school at Festivals within the local community.
 |  September 2023 – July 2024 | SLT, PE leader, SENCO, Governors |
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| **Objective 5** | **Key actions** | **Timeframe** | **Responsible** |
| Actively close gaps in attainmentand 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. | * 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.
* All PP Families will be given Blenheim Palace pass
 |  September 2023 – July 2024 | SLT |
| **Objective 6** | **Key actions** | **Timeframe** | **Responsible** |
| To actively support the inclusion, attainment and well-being of our growth refugee community. | * Use DfE funding to support the education of our refugee pupils.
* Uses funds to support additional resourcing and resources to aide progression.
* Use curriculum (Including British Values) opportunities to develop understanding and inclusion of pupils in all areas of school and community life.
* Wrap around facility to support Families – employment
 |  September 2023 – July 2024 | SLT, Governors |
| **Objective 7** | **Key actions** | **Timeframe** | **Responsible** |
| To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act. | * Key image on display in school – say no to racsim
* implement PSHE scheme across the school, including whole school assemblies to develop SMSC breadth and understanding, especially around inclusion.
* Embedded British Values though our PSHE, assemblies and wider curriculum.
* Reinforce the school rules and use this in every­day language in school.
* Continue to develop nurturing culture, where children feel safe to talk about their feelings.
* Use well-being questionnaire to gauge well­being.
* Implement the school Behaviour Policy around bullying conducted in and outside of school (as per the policy).
 |  September 2023 – July 2024 | All Staff |
| **Objective 8** | **Key actions** | **Timeframe** | **Responsible** |
| To promote the attendance and punctuality of vulnerable groups, with strategies being implemented to support a reduction in persistent absenteeism. | * Use Attendance Officer and LA support Team 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.
 |  September 2023 – July 2024 | Attendance Team, Safeguarding Team, OCC |
| **Objective 9** | **Key actions** | **Timeframe** | **Responsible** |
| To communicate our commitment to equality and diversity with the wider community e.g. parents, PTA, LGC and other groups, to seek their support enhance the | * Communicate our policies and intentions with the LGC and parents.
* Include parents in inclusive events.
* Share learning with parents through school communications avenues.
* Expect high standards from all adults.
 |  September 2023 – July 2024 | Admin team, SLT, Governors, PTA |

**Agreed – 1st September 2023**

**Review – September 2024**