



Equality Objectives

January 2025

Date approved by Governing Board	29 th January 2025
Review date	January 2029

Equality objectives statement action plan

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality information and objectives statement – a declaration of aims that ensures equality for all members of the school's community. Below is our Equality Information and Objectives Statement.

Equality-related matters:

- Dealing with prejudice
- Celebrating diversity
- Facilitating equality in the workplace
- Enabling representation
- Supporting inclusion

1. Promoting Awareness of Diversity in a Predominantly Homogeneous Community

Objective:

To broaden pupils' understanding of cultural and linguistic diversity by embedding global citizenship education into the curriculum and hosting events that reflect a range of cultural experiences.

Success Criteria:

- **Year 1:** Audit the curriculum for opportunities to include global perspectives and plan at least one whole-school cultural event.
- **Year 2:** Integrate at least three cross-curricular units focused on global cultures, ensuring all pupils participate.
- **Year 3:** Establish partnerships with schools or communities in diverse settings, including virtual exchange opportunities for pupils.
- **Year 4:** Pupil surveys and discussions show at least 90% can describe why diversity is important and provide examples from their learning.

2. Reducing the Attainment Gap for Pupil Premium Pupils

Objective:

To ensure that all pupils eligible for Pupil Premium funding achieve their full potential through targeted support and family engagement initiatives.

Success Criteria:

- **Year 1:** Identify individual barriers to learning for all Pupil Premium pupils and implement tailored intervention plans.
- **Year 2:** Provide termly workshops for parents of Pupil Premium pupils to strengthen home-school collaboration.

- **Year 3:** Embed a mentorship program for Pupil Premium pupils to build confidence and support academic progress.
- **Year 4:** The percentage of Pupil Premium pupils meeting or exceeding national expectations in reading, writing, and maths increases by at least 10%.

3. Enhancing Support and Progress for SEND Pupils

Objective:

To improve the quality of support for SEND pupils, ensuring that all staff are equipped with the skills to provide effective, inclusive teaching strategies.

Success Criteria:

- **Year 1:** Deliver whole-staff training on differentiated instruction and inclusive classroom practices.
- **Year 2:** Develop robust systems for tracking and celebrating the progress of SEND pupils, focusing on support plan outcomes.
- **Year 3:** Launch pupil voice initiatives to involve SEND pupils in shaping their learning experience.
- **Year 4:** At least 95% of SEND pupils demonstrate measurable progress in areas identified in their support plans, as reviewed by termly parent and pupil feedback.

4. Promoting Emotional Wellbeing and Inclusion for All Pupils

Objective:

To ensure every pupil feels valued and included, regardless of background or need, by developing a whole-school culture of respect, resilience, and kindness.

Success Criteria:

- **Year 1:** Introduce a wellbeing framework, including staff training in mental health first aid and implementing peer support initiatives.
- **Year 2:** Establish regular "pupil voice" surveys to identify and address barriers to inclusion and wellbeing.
- **Year 3:** Ensure all pupils have access to at least one extracurricular activity, with targeted efforts to include SEND and Pupil Premium pupils.
- **Year 4:** Annual surveys show a 95% or higher positive response rate to questions about belonging, respect, and emotional wellbeing in school.