

Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1:

Provide training for all staff and governors on equality and diversity.

Progress we are making on this objective:

Through the INSET timetable, and staff meeting schedule (Sept 2018-July 2019), there are opportunities to provide training on:

- Tracking of equality and diversity through staff recruitment.
- Materials used in school to promote diversity (July & Sept 2018)

This will take place through the areas of safeguarding, anti-bullying and EAL. Governors attend Local Authority training as and when available.

Equality objective 2:

Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition.

Progress we are making on this objective:

In class, teachers will buddy new children with a child/children in the class. School staff, supported by the SENDCO, assess EAL needs to identify appropriate support or interventions which might include visual support and/or Talk Boost interventions.

Equality resource 'Teaching the Equality Act "No Outsiders in our School"' is used to support this (Sept 2018-July 2019).

Equality objective 3:

Monitor the achievement of pupils from low income and disadvantaged families (FSM).

Progress we are making on this objective:

During progress meetings with senior leaders and class teachers, the progress of children from low income and disadvantaged families is discussed as a school priority. Progress is monitored to ensure they are working at least at age related expectations to ensure the gap is narrowed in comparison to other pupils. Support and interventions are set up to help the progress of all pupils receiving this funding regardless of level (three times per year PPMs, review with governors and senior leaders – Sept 2018-July 2019).

Equality objective 4:

Promote understanding and respect for differences.

Progress we are making on this objective:

The school ethos, values and curriculum promote respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training. The school encourages the promotion of British Values as well as valuing the cultural and religious identities of the school. Equality resource 'Teaching the Equality Act "No Outsiders in our School"' is used to deliver this outcome (staff meeting July 2018, Parent meetings term 2 2018, staff meeting Nov 2018. Ongoing 2018-2019).

Reviewed – November 2018