



Equality Objectives Action Plan 2023 – 2027

Public Sector Equality Duties (PSED): eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR)

| PSED | Aim | Target Group | Action | Who is responsible? | Indicator of Achievement |
|------|--|-----------------------------|---|---------------------|---|
| ALL | To improve provision for pupils for whom English is an additional language | EAL Pupils | Develop language opportunities Learn from peers Use ICT to assist in translation RWI mnemonics used consistently Immersed in vocabulary and peer opportunities | All staff | New pupils are supported and their needs identified early on. The pupils make rapid and sustained progress in their language skills; and therefore, can access more of the curriculum. |
| ALL | To narrow the gap in attainment of all disadvantaged pupils and pupils with SEND | SEND & Disadvantaged pupils | Ensure resources directly related to disabled pupil's educational needs as a reasonable adjustment are provided, so they can integrate wholly in all parts of school life. Hold termly inclusion meetings with staff & SLT to discuss each child's progress & attainment. Carry out a termly analysis of pupil achievement by gender, race, background & disability. Carry out an annual ASP data analysis with comparisons against national data for different groups of children. Act on any trends or patterns in the data which require additional support for pupils including whole school action plans for improvement as well as class interventions. | All staff | Attainment gap narrowed - data analysis and external verification Pupils make progress against agreed targets (EHCPs, provision maps and prior attainment). |
| ALL | To improve understanding of different cultures and societies | Whole school | Challenging stereotypes work through the RSHE curriculum Opportunities to share positive role models with the children Curriculum development and linked CPD | All staff | Greater understanding and respect for differences. Topics and arising issues are covered through age appropriate lessons e.g. PSHE, RSHE, History, Geography Staff have strong subject knowledge and the resources to deliver high quality lessons The school vision and values promote respect for the differences at our school. |

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| ALL | To reduce prejudice and increase understanding of equality through direct teaching across the curriculum that supports and promotes the positive advancement of all protected characteristics | Whole school | <p>Challenging stereotypes work through the RSHE curriculum</p> <p>Opportunities to share positive role models with the children</p> <p>Curriculum development and linked CPD</p> <p>All forms of prejudice-motivated bullying are taken seriously and dealt with equally and firmly.</p> <p>Plan ongoing events to raise awareness of equality and diversity.</p> <p>Ensure that our curriculum and in turn, displays around school corridors & classrooms: promote role models & heroes that our children can positively identify with; reflect our diversity as a school; ensure respect for all others regardless of race, gender and disability</p> | All staff | Children and staff have a good understanding of protected characteristics |
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