

## Equality Objectives

Objectives	Actions
<p>Ensure all staff and governors have read, understood and are implementing the Equality Policy and working towards the Equality Objectives.</p>	<ul style="list-style-type: none"> <li>• Equality objectives are shared with staff and governors, published on the school website</li> <li>• Staff are familiar with the principles of the Equality Policy and use them when planning lessons and creating displays.</li> <li>• Equality Objectives are reviewed annually with information published on the school website to demonstrate how we are meeting our aims.</li> <li>• Any issues arising relating to equality are discussed at <i>Governor Meetings</i>.</li> <li>• All staff have read and are implementing the policy.</li> </ul>
<p>Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns emerging that require additional support for pupils.</p>	<ul style="list-style-type: none"> <li>• Analysis of termly teacher assessments.</li> <li>• Class data demonstrated how the gap is narrowing for specific equality groups.</li> <li>• Analysis of end of Key Stage results by different groups.</li> <li>• Pupil progress meetings with class teachers take place twice yearly</li> </ul>
<p>Ensure that the curriculum, the classroom and communal areas promotes and celebrates the school's diversity in terms of faith, race, gender and disability.</p>	<ul style="list-style-type: none"> <li>• The diversity role models that young people positively identify with reflect our Equality Tree.</li> <li>• Displays in classrooms and across the school are reflective of our diverse school community</li> <li>• Increased awareness of different communities and groups</li> <li>• Engagement of children and parents in raising awareness of other faith celebrations</li> <li>• The development of children's awareness of different faiths and celebrations takes place throughout the year through teacher discussions and whole school assemblies</li> </ul>
<p>Ensure all pupils are given equal opportunities to make a positive contribution to the life of the school e.g. through involvement in school responsibilities, school performances and that they have appropriate access to the curriculum to ensure progress for all.</p>	<ul style="list-style-type: none"> <li>• Pupil responsibilities analysed to ensure equality groups are represented.</li> <li>• Individual children with disabilities are accessing learning and play alongside their peers, are present in whole school assemblies and are making good progress.</li> <li>• Monitoring of classroom environment includes objectives for Equality and Accessibility to ensure classrooms take objectives into consideration.</li> <li>• Communal displays</li> <li>• Accessibility ensured for all children through termly Health and Safety audit.</li> <li>• All children access learning in class, outside play and assemblies with their peers. Individual needs are met to ensure equal access</li> <li>• SEND register current and updated.</li> </ul>

Identify, respond to and report racist incidents.

- Report figures to the *Governing Board* on a termly basis
- Consistent nil reporting is challenged by the *Governing Body*
- Any reported incidents are reported to the leadership team, head teacher, governing body and local authority.
- Incidents are fully investigated and measures are taken to ensure no repeat incident.