

Equality Objectives 2021-2025

The Equality Act 2010 requires schools to publish specific and measurable equality objectives as based on our analysis of data and other evidence. Our equality objectives focus on those areas 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.

	Aim	Action to be taken	Personnel	Timescale	Resources	Impact
1	Provide training for all staff and governors on equality and diversity.	Specific inset to staff on duty. Governor briefings.	HT, AHT and PSA Governors	Duty training Spring 2021. Refreshers annually.	Training sessions – staff meetings and governor meetings.	All staff and governors aware of legislation and responsibilities.
2	Promote understanding and respect for differences through direct teaching in lessons and in assemblies.	Identify opportunities in PSHE curriculum. Use Bury Agreed syllabus for RE. Identify issues for assembly focus. Use national and world events e.g. sporting, historical etc.	Humanities Task Team and class teachers.	Termly assembly planner. On-going events – one planned each term.	Artefacts for religion boxes. Text books and library books for festivals. Range of books to illustrate diversity/equality issues.	Pupils can explain respect for diversity in interviews.
3	Tackle prejudice and promote an understanding of what Racism is and how it effects the daily lives of people.	Identify opportunities through national/world events to weave into assemblies and to talk to children about. Task teams to monitor representation within the curriculum. Support "Show Racism the Red Card".	HT, AHT, PSA and class teachers	Training- Spr 2021 Wear Red day- Oct 2021 Review curriculu m coverage Sum 22.	Show Racism the Red Card Membership,	Pupils can explain what racism is and how they can tackle it.

4	Further develop understanding of LGBT awareness by working towards renewal of the Rainbow flag Award.	Apply to renew the award. Training for all staff. Planned learning activities in curriculum and assemblies using proud trust materials and selected story books.	SMSC lead. PSA. All staff, governors.	Training – Sum 2022. Parent sessions –Aut 2022. Achieve award renewal –Sum 2023	Proud Trust resources. Training sessions for all staff. Picture books.	School achieves the renewal of the Rainbow Flag Award.
5	Tackle prejudice and promote understanding in relation to people with disabilities.	Planned events around Paralympics and other sporting events. Promote understanding	PE leaders All staff	Aut 2021-Sum 2022.	Photographs, clips, non-fiction books. Costs of visitors to inspire pupils.	Pupils can explain respect for disability in interviews.

		through displays and resources. Invite assembly visitors in regulary.				
6	Narrow the gap in attendance between pupil premium pupils and all pupils.	Reward classes and individuals for good attendance. Monthly monitoring from attendance officer. Follow up meetings with parents.	HT Admin Attendance Officer Governors	Monthly meeting with in house EWO.	LA EWO support Attendance prizes and certificates.	The gap between attendance of pp pupils and other pupils is closed.
7	Narrow the attainment gap between pupil premium pupils and all pupils where it exists in reading, writing and maths for barriers other than SEN/D.	Analyse pupil attainment on an individual basis each term. Hold pupil progress meetings each term and agree any interventions for individual pupils. Identify whole school and targeted approaches via the Pupil Premium Strategy & Catch Up Premium	HT DHT Governors Class teachers SENCO	Pupil progress meetings – termly. Data analysis conducted termly.	Time for meetings. Funding for interventions.	Pupils eligible for pupil premium achieve at same rate as all pupils nationally unless they have SEN/D.