

### Equality Objectives for the Academic Year 2020 – 2023

The Equality Act 2010 requires schools to publish specific and measurable equality objectives that demonstrate that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Our equality objectives are based on our analysis of data and other relevant evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. Our School Development Plan and subsequent leadership action plans reflect these objectives. We regularly review the progress we are making to meet our equality objectives.

Equality objective	Actions to be taken	Lead person	Timescale	Impact
Development of PSHE curriculum in line with the new statutory RSE guidance	<ul style="list-style-type: none"> <li>• Agree PSHE scheme of work that promotes in a positive light the values of equality and diversity</li> <li>• RSE policy to be written and published, taking into account the needs of our community</li> <li>• Staff training to be delivered for the new scheme of work</li> <li>• Clear communication with parents so they feel consulted but understand the statutory requirements for Relationships and Health Education from September 2020</li> <li>• Information about the scheme of work to be available on the website so parents are able to share topics taught with their child and discuss at home</li> <li>• Parent meeting to introduce scheme of work</li> </ul>	HT/ DHT / PSHE lead	January 2023	
Parental engagement to support harder to reach families	<ul style="list-style-type: none"> <li>• Parent workshops for online learning platforms to be offered by SLT</li> <li>• Early morning family reading to continue across EYFS/KS1</li> <li>• School counsellor to offer coffee morning workshops and drop in sessions for parents</li> </ul>	HT / DHT / AHT	January 2023	

	<ul style="list-style-type: none"> <li>• Regular opportunities for parents to look at learning journals in EYFS and share children’s work in KS1/2</li> <li>• Increased use of social media to promote wider school life and engage families</li> <li>• Termly meetings with IPEH team will identify families who may benefit from wider support</li> <li>• SLT will be more visible at key points during the school day to encourage parents to approach them with any issues or concerns that can be solved through prompt face to face conversations</li> <li>• Teacher/Year group workshops will be offered for curriculum support</li> </ul>			
Improving attendance of all pupils to be in line with or better than national average	<ul style="list-style-type: none"> <li>• Early Help Plans offered for families who are experiencing difficulties with getting their child to school</li> <li>• Attendance celebrated weekly in class and in assembly</li> <li>• HT to send out half termly letters when attendance drops below 95%</li> <li>• HT to invite parents of children with persistent absence in for meetings</li> <li>• Attendance and welfare officer to track attendance of all children</li> <li>• Attendance and welfare officer, governor and HT to attend training to support improving attendance</li> <li>• HT and governor to action some of the suggestions from the training to improve attendance</li> <li>• Research what actions other schools have taken to improve attendance</li> </ul>	HT/ DHT/ Attendance and welfare officer, governor	January 2023	
Promote an understanding and respect for differences	<ul style="list-style-type: none"> <li>• Identify opportunities within the curriculum to study other countries, faith and cultures and to celebrate diversity</li> <li>• Use assembly to celebrate important festivals for major religions</li> <li>• Promote the school’s vision, values and aims in everything we do.</li> <li>• Increased understanding of the school community and the faiths and cultures represented in it</li> <li>• Using the above information to ensure our RE/PSHE curriculum is fit for purpose</li> </ul>	Middle leadership staff (RE, PSHE, MFL, Geography) Overseen by SLT and curriculum lead	January 2023	