

Nailsworth C of E Primary School

Equality Objectives 2024-2027

The Equality Act 2010 requires schools to publish specific and measurable equality objectives.

Our objectives are based on our analysis of data and need across the school.

Objective	Led by? Team?	Precise Actions	Success Criteria of Action.
To eradicate discrimination	SLT	- Being respectful - Always treating all members of the school community fairly - Developing an understanding of diversity and the benefits it can have - Adopting an inclusive attitude - Adopting an inclusive curriculum that is accessible to all - Encouraging compassion and open-mindedness - Our reading curriculum will have a range of texts that promote discussions about different cultures etc which will allow for open discussions <i>All of these are underpinned through our Bronze expectations of children being Ready, Respectful and Safe.</i>	- Pupils will be exposed to ideas and concepts that may challenge their understanding to help ensure that they learn to become more accepting and inclusive of others.
Dealing with prejudice- To promote spiritual, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of quality and diversity	Personal Development Lead PSHE Subject Lead RE Subject Lead	- Resource the school with stories from different cultures, ensuring that our school community are represented - Promote fundamental British Values - Promote self-responsibility, respect and tolerance for others as part of PHSE - Celebrate festivals and learning about wider cultural aspects of others' lives - Encourage visitors and speakers into school from other religions and cultures	- Equality Objectives will be embedded within the PHSE Curriculum

To ensure equality and dignity in the workplace	SLT	- Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. - All staff members are obliged to act in accordance with our policies relating to equality.	We do not discriminate against staff regardless of their: - Age - Disability - Gender reassignment - Marital or civil partner status - Pregnancy or maternity - Race, colour, nationality, ethnic or national origin - Religion or belief - Sex or sexual orientation.
To meet the needs of disadvantaged pupils.	AHT – Pastoral Head of School	- Increase the number of PP pupils working at age related and above standard for their age - Monitor the achievements of PP pupils - Plan and deliver interventions to address gaps in learning as identified through on going assessment	- Tracking of disadvantaged pupils shows that they are closing the gap - Children’s books will show progress is being made based on prior attainment
To keep up to date with statutory requirements to aid effective support for vulnerable children with specific regard to DDA	Headteacher SLT SENCo Governor	- Attend meetings for update on service - Continue to promote positive partnership work including parent voice	- Familiarity with new protocols to ensure support for vulnerable children is sustained
To continue to ensure staff are appropriately trained to meet the needs of all pupils.	AHT – Pastoral Head of School SENCo Governor	- SENDCo identifies training for staff expertise, utilising advisors and support services. - trained staff share information with rest of team	- Review termly to ensure needs are met

Identify key staff for children with significant disabilities	SENDCo	- School fully informed of key information relating to children's needs. - High quality provision to meet individual child's needs in school/centre - PEEPs in place for children with disabilities	- All staff will be aware of, and able to cater for, disabled children's needs
Ensure premises/site is fully accessible and necessary equipment is in place for all children including new children with disabilities from preschools and new admissions	SENDCo Site Manager	- Children with disabilities can access all areas of curriculum and have a relevant health care plan - PEEPs in place for children	- Fully inclusive environment that everyone can access