

ESSEX PRIMARY SCHOOL

Equality

Objectives

Reviewed May 2021

Next Review due May 2024

EQUALITY OBJECTIVES

May 2021

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

<p>Equality Objective 1: Advance equality of opportunity between people who share a protected characteristic and those who do not</p>	
<p>To narrow any gaps in attainment and progress that have arisen between groups of pupils within the school's community by ensuring that all groups and individuals have their needs fully met in order to achieve their full potential and to make good progress or better.</p>	
<p>Why we have chosen this objective</p> <p>To ensure that we are pro-active in ensuring this and to include children with protected characteristics in this monitoring.</p>	<p>To achieve this objective we plan to:</p> <ul style="list-style-type: none"> • Monitor children's progress termly • Analyse progress of groups across the school (gender, ethnicity, SEND, FSM, summer born, mobility and EAL) and provide support where appropriate • Act on any trends or patterns in the data that require additional support for pupils • Analysis of end of year results for EYFS, Phonics, KS1 and KS2 • Analysis of support of vulnerable families and children through Early Help and working with multi-disciplinary teams • Improve emotional resilience in pupils • Support vulnerable families and children through Early Help and working with multi-disciplinary teams

Equality Objective 2: Foster good relations between people who share a protected characteristic and those who do not

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity that the curriculum reflects and supports the needs of pupils with protected characteristics.

Why we have chosen this objective

To ensure that our school community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures.

To achieve this objective we plan to:

- Purchase appropriate resources
- Train staff in equality and inclusion practice
- Resource the school with stories from other cultures and ensure that children's home lives and familiar things are represented in school activities such as home corners and imaginative play
- Promote the fundamental British values of Democracy, the Rule of Law, Individual Liberty and Tolerance of those of different faiths and beliefs
- Ensure that our school prepares pupils positively for life in Modern Britain
- Promote self-responsibility, respect and tolerance for others as part of pupils' spiritual, moral, social and cultural development
- Ensure that pupils' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in the wider community
- Develop pupils' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and advocacy
- Celebrate festivals and learn about the wider cultural aspects of others' lives
- Encourage visitors and speakers into school from other religions and cultures
- Teaching and Learning in Topic, PSHE and RE to encourage discussion and debate
- Review our PSHE curriculum across the school

