

Istead Rise Primary School - Reviewed Equality Objectives 2024-25

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence gathered through surveys, pupil voice and a review of school curriculum areas. Our equality objectives focus on areas where we have agreed to take action to improve equality and tackle disadvantages.

- We believe all learners are of equal value.
- We recognise and respect differences.
- We foster positive attitudes and relationships and have a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that may already exist.
- We aim to involve all key stakeholders.
- We work to ensure that all children make good academic progress

Objective	Actions	Review
Promote understanding and respect for differences.	Our curriculum has been reviewed and amended, ensuring that it is reflective of a diverse and global community.	<p>Our pupils enjoy a curriculum that enables them to learn about a range of cultures, religions and traditions. We offer a range of enhancement and enrichment activities that promote the acquisition of cultural capital. Our recently reviewed reading lists incorporate authors from a diverse range of cultural backgrounds and protagonists that represent a range of viewpoints.</p> <p>This objective will remain a focus for the next academic year.</p>

<p>Narrow the gap in disadvantaged pupils' attainment, so that is in line with the attainment of non-disadvantaged pupils</p>	<p>All disadvantaged pupils receive high quality first teaching on a daily basis and a longitudinal programme of CPD on inclusive and adaptive strategies has been undertaken by all teaching staff.</p>	<p>The application of our pedagogical approach 'The ISTEAD identity' ensures that all children benefit from a learning environment that is aspirational on the behalf of all learners and that all lessons are designed to engender maximum access and engagement.</p> <p>In some reporting areas an attainment gap still exists between disadvantaged pupils and their peers, although in a number of recent years, our disadvantaged pupils' attainment has been higher than national averages for all pupils.</p> <p>This objective will remain a focus for the next academic year.</p>
<p>Provide training for all staff and governors on equality and diversity.</p>	<p>All colleagues have participated in training on ensuring our curriculum reflects a diverse community and on the promotion of fundamental British values, as well as the use of school reward systems to promote tolerance and inclusion.</p>	<p>There is a harmonious atmosphere at Istead Rise, where all cultures, beliefs and backgrounds are respected. Our pupils and staff demonstrate tolerance and courtesy, and this is further encouraged and rewarded via our rewards system.</p> <p>Incidents of discrimination are rare, however when they do occur, staff are well trained in how to manage, resolve and record them, and robust tracking and reporting systems are in place.</p>

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