

Istead Rise Primary School Equality Objectives 2022- 2023

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	Action Taken	Leading Staff	Outcomes	Reviewed: September 2023
Promote understanding and respect for differences.	<ol style="list-style-type: none"> 1. Identify opportunities in the curriculum to celebrate diversity through the PSHE curriculum, recognising diversity and acceptance. 2. Analyse the curriculum to ensure that diversity is at the centre of all choices (e.g. authors used). 3. Systems and protocols to reporting and recording incidents of discrimination reviewed and in place to ensure a more robust approach to tackling such issues. 4. Use assemblies and curriculum opportunities to challenge stereotypes and celebrate festivals of a range of cultures and countries, including RE and ethics. 	SLT	<ul style="list-style-type: none"> • A curriculum embedded with wide opportunities which represents the richness of global cultures. • Greater understanding and respect for other cultures and beliefs throughout the school community. • The school ethos fosters respect for the diversity and multinationalism of the school and global community. 	<p>The PSHE curriculum is becoming well-embedded and covers key aspects of promoting diversity and respect to others.</p> <p>Pupils are taught about a wide range of cultures across the curriculum.</p> <p>School recording systems have been refined to ensure full and accurate recording of any incidents of discrimination.</p> <p>A wide range of relevant topics have been covered in assemblies.</p> <p>This overall objective will be maintained for the next school year, as we want to continue to develop further in these key areas, particularly on teaching pupils to reject all forms of racism.</p>
Narrow the gap in disadvantaged pupils's attainment, so that is in line with the attainment of non-disadvantaged pupils.	<ol style="list-style-type: none"> 1. Pupils with low levels of communication and language competency identified during baseline. 2. Comprehensive programme of catch-up interventions in place, for those who have been affected by school closure or who have been disadvantaged. 3. Language rich curriculum approaches developed and embedded. 	SLT / Inclusion Team	<ul style="list-style-type: none"> • Gaps in attainment reduced between disadvantaged and non-disadvantaged pupils. 	<p>There is a comprehensive programme of interventions and support in place for learners from across the school. Vocabulary is taught and developed in individual curriculum subjects.</p> <p>Pupil literacy and language levels are high, but this objective will be maintained next year as the school seeks to develop its provision in the key area further and bring about even better outcomes for all pupils.</p>

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Provide training for all staff and governors on equality and diversity.	<ol style="list-style-type: none"> 1. Provide specific training to staff on the equalities act and our responsibilities. 2. Regular opportunities for all staff development throughout the year to provide training on equality and diversity. 3. Share British values and school's core values to parents, children and Governors each academic year. 	SLT	<ul style="list-style-type: none"> • All staff and governors aware of legislation and responsibilities of all stakeholders • A reduction in any instances of discrimination. 	<p>Staff are aware of the school's objectives in this area and are always proactive in promoting inclusion and respect.</p> <p>This objective will remain in place next year, as the school wishes to develop ability and awareness in this key area.</p>
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