



St Edmund's Primary School

EQUALITY OBJECTIVES 2018 - 2021

In accordance with The Equality Act 2010 we herewith detail our Equality Objectives as agreed with the Governing Body:

1. Raise awareness of different cultures and diversity in our school for both pupils and staff. To equip staff members with increased understanding about racism (how to identify it and actions to follow)

Why: For pupils to be aware of and embrace the cultural diversity of the school to ensure that the school maintains very low instances of prejudice-related incidents and to celebrate as a whole school community the diverse nature of our community.

How: Continue to celebrate festivals that reflect the cultural diversity of the school. Celebrate Mother Tongue Day annually, to include as many languages and different cultures represented within our school community as possible. Use PHSE curriculum time to promote anti-bullying across the school. The School Council to devise a pupil questionnaire for all pupils to report on bullying and prejudice-related incidents in school.

Outcome: To maintain the very low number of prejudice-related incidents. Pupils to be more aware of the positive aspects of our diverse school community.

2. The school will strive to ensure that children from all groups continue to make progress at least in line with their peers in order to meet or exceed national expectations in English and Mathematics.

Why: to enable all different groups of children to make significant academic progress and attain to the highest of their ability.

How: close analysis of progress and attainment data by Headteacher, Senior Leadership Team & Teaching and Learning governors for each class & year group for key groups e.g. Pupil Premium, SEND, girls, boys, EAL, Ever FSM, service children. Headteacher and class teacher Pupil Progress Meetings to identify individual children not making expected progress, to discuss suitable interventions to put in place and then to evaluate the effectiveness of the interventions and ultimately the progress being made.

Outcome: All groups of pupils continue to make expected or higher than expected progress across the school.

3. The school will continue to raise boys' achievement in writing so that they meet or exceed the achievement of girls in writing in all year groups across the school.

Why: during our 2014 Ofsted inspection boys were noted to be achieving at a lower level than girls in writing in some year groups.

How: close analysis of boys' progress and attainment writing data by Headteacher,

In our school every day we learn, love and pray.

Senior Leadership Team & Teaching and Learning governors for each class & year group at the end of each short term. Headteacher and class teacher Pupil Progress meetings to identify individual boys not making expected progress, to discuss suitable interventions to put in place and then to evaluate the effectiveness of those interventions and ultimately the progress being made. Regular competitions and rewards for writing. Publication of pieces of writing on the school website and on our school Star Writer board.

Outcome: All boys make equal or higher progress and attainment in writing than girls.

Steps being taken and progress towards meeting the objectives to be reviewed annually

Date for final review of these objectives: **July 2021**