



St Edmund's Primary School

EQUALITY OBJECTIVES 2022 - 2025

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.

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.

December 2023 Review: Mother Tongue Day was not celebrated in June 2023 due to staff changes, the impact of COVID and concerns around how to make this a truly inclusive celebration of diversity, rather than a tokenistic exercise focusing on a small number of countries. SLT and the RE Coordinator are currently discussing how best to relaunch this event so that it can fulfil the aims stated here. Anti-bullying week was marked in November 2022 and November 2023.

The Headteacher has attended some initial training on equality and diversity with a view to tackling this issue more rigorously.

There continues to be a small number of racist incidents each term.

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/Ever FSM, SEND, girls, boys, English as an Additional Language (EAL). Headteacher, SENCO and class teacher Pupil Progress Meetings are held three times a year to identify individual children not making expected progress,

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

to discuss suitable support or interventions 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.

December 2023: Assessment data suggests that there are differences in outcomes with children in receipt of pupil premium tending to do less well, girls tending to do better than boys in reading and writing and boys tending to do slightly better than girls in Maths. Analysis has not taken place according to ethnicity because numbers in each group are small and it would be difficult to identify any trends. As a school, our focus is on improving quality first teaching in order to support all children to make the best possible progress.

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

Date for final review of these objectives: **July 2025**