

Kingsley Primary School Equality objectives May 2023-May 2027

- 1. To improve pupil's knowledge and understanding of the world and the importance of equality and diversity.*
- 2. To continue to improve progress and attainment of vulnerable pupils, due to our school population changing, through quality first teaching and interventions ensuring all pupils have access to activities within school.*
- 3. To ensure our vulnerable children receive appropriate and timely social and emotional support to remove potential barriers to learning.*
- 4. To ensure all of our pupils have access to educational visits, extra-curricular activities and residential through our inclusive approach.*
- 5. To raise awareness of discriminatory language and respond to any forms of discrimination within school through increased awareness, implementation of an increasingly restorative approach and appropriate follow up action to reduce the potential reoccurrence.*
- 6. To continue to provide a safe environment, taking into account our diverse needs, where children and staff can feel confident to express themselves, where resources and teaching practice promote and celebrate diversity and appropriate support can be offered to individuals or groups, where necessary.*

Equality Objectives – Kingsley Primary School May 2023- May 2027

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
<i>1. To improve pupil's knowledge and understanding of the world and the importance of equality and diversity.</i>	To continue to develop the school's curriculum to raise awareness and develop understanding of equality and diversity. Promote equality and diversity through assemblies, school events, visits, visitors and activities reflecting our whole school inclusive approach and British Values. Actively encourage the use of resources within teaching that promote a rich and diverse culture that challenges stereotypes.		SLT All staff	Monitoring and evaluation on a yearly basis	Children to develop the skills, knowledge, awareness and understanding of equality and diversity. Low or reduced incidents of racism and discriminatory behaviour	Eliminating Discrimination Fostering good relationships
Progress summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
2. To continue to improve progress and attainment of vulnerable pupils, due to our school population changing, through quality first teaching and interventions ensuring all pupils have access to activities within school.	To continue to improve the support for vulnerable pupils in the classroom, which impacts on their attainment and progress. Deployment of teaching assistants to ensure an inclusive environment where pupils with SEND are wholly integrated into all aspects of school life. High quality interventions continue to be of high importance and their impact to be monitored closely. Progress meetings closely track attainment and next steps to ensure maximum impact.		SLT Team leaders	Attainment and progress monitoring on a termly basis	In-school data Record of pupil progress meetings Interventions and monitoring There are no barriers to curriculum access for pupils.	Advancing equality of opportunity
Progress Summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
3. To ensure our vulnerable children receive appropriate and timely social and emotional support to remove potential barriers to learning.	To continue to develop communication systems and provision to identify and support vulnerable pupils through pastoral interventions. Continuously develop and improve wellbeing offer including mental health and links with Alliance.		SLT Pastoral team Team leaders All staff	Monitoring and evaluation of pastoral team and the impact on pupil's social and emotional support	Monitoring of attainment and progress of vulnerable children. To ensure identified children receive appropriate and timely social and emotional support.	Fostering good relationships Advancing equality of opportunity
Progress Summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
4. To ensure all of our pupils have access to educational visits, extra-curricular activities and residential through our inclusive approach.	To ensure all pupils are able to participate in visits, extra-curricular activities and residential visits, making amendments or providing additional support to meet individual needs. To ensure our fully inclusive ethos remains at the forefront and no one is disadvantaged on the grounds of a protected characteristic.		SLT	On-going reviews and monitoring in leadership meetings.	Monitoring and evaluation demonstrates an fully inclusive approach to all curriculum entitlement on a daily basis.	Eliminating Discrimination Fostering good relationships Advancing equality of opportunity
Progress Summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
5. <i>To raise awareness of discriminatory language and respond to any forms of discrimination within school through increased awareness, implementation of an increasingly restorative approach and appropriate follow up action to reduce the potential reoccurrence.</i>	To ensure our curriculum includes awareness raising of discriminatory language and phrases. To address any use of discriminatory language through a restorative approach.		SLT Pastoral Team All staff	On-going Monitored and reviewed on a termly basis	Pupils demonstrate an increasing awareness of discriminatory language. Low or reduced incidents of racism or discriminatory behaviour.	Eliminating Discrimination Fostering good relationships
Progress Summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

Objective	Main actions		Lead person	Timescales	Evidence of impact	Duties under the Equality Act 2010
6. <i>To continue to provide a safe environment, taking into account our diverse needs, where children and staff can feel confident to express themselves, where resources and teaching practice promote and celebrate diversity and appropriate support can be offered to individuals or groups, where necessary.</i>	To continue to develop the school's curriculum to raise awareness and develop understanding of equality and diversity. Promote equality and diversity through assemblies, school events, visits, visitors and activities reflecting our whole school inclusive approach and British Values. Actively encourage the use of resources within teaching that promote a rich and diverse culture that challenges stereotypes. Ensure all pupils, irrespective of their gender identity, have full access to the curriculum, extra-curricular activities and residential visits (See Objective 4)		SLT All staff	Monitoring and review on a regular basis including within leadership meetings.	Children to develop the skills, knowledge, awareness and understanding of equality and diversity. Low or reduced incidents of racism and discriminatory behaviour	Eliminating Discrimination Fostering good relationships Advancing equality of opportunity
Progress Summary	May 2024					
	May 2025					
	May 2026					
	May 2027					

