



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. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Aims	Actions	Who	timescale	Costs / resources	Evaluation
Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	Persist in getting attendance details, any diagnosis, SEN, medical history where it affects education. Previous year’s reports.	Attendance team	Monthly meetings	Time for meetings.	See monthly attendance notes.
	Teachers to make early assessment of EAL needs and identify appropriate interventions, with the support of the inclusion manager.	Class teacher and inclusion manager	Termly assessment meetings	TLR for EAL champion.	See MAPP.
	In class teachers to select pupils to buddy/mentor new arrivals.	Class teacher	When required		Excellent induction in place for new children including EAL. Informal evaluations with new children and families.
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address	Assessment coordinator	On-going	Costs of interventions where needed	See pupil premium report.

<p>Promote understanding and respect for differences.</p>	<p>Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.</p> <p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.</p> <p>Use MFL lessons to broaden children's understanding of other cultures.</p> <p>USE Jigsaw, PSHE scheme to celebrate diversity.</p> <p>To write a SAT RE scheme of learning based on SACRE framework which studies RE through different lens to help children appreciate a range of religions and enquiry questions.</p>	<p>Headteacher</p> <p>Curriculum leaders</p> <p>Diversity champion</p> <p>Diversity champion</p> <p>MFL lead and class teachers</p> <p>PSHE coordinators and class teachers</p> <p>RE leader and class teachers</p>	<p>On-going</p> <p>Each cycle written by September.</p> <p>As required and curriculum weeks each summer term.</p> <p>Ongoing monitoring</p> <p>Ongoing monitoring</p> <p>Scheme written by June 2023 and implemented by September 2023</p>	<p>Time for meetings</p> <p>Time for planning and £1000 each year for new books</p> <p>Budget for workshops £1000</p> <p>Supply costs for authors of each unit.</p>	<p>See diversity displays.</p> <p>See assembly plans.</p> <p>See enrichment plans.</p> <p>Residential planned for this year.</p> <p>See PSHE planning.</p> <p>See RE plans, work scrutiny, IRIS lessons and assessment exemplification.</p>
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