



Dr Radcliffe's CE Primary School, Steeple Aston
EQUALITY OBJECTIVES – Summer '23 to Summer '26

- 1. Equality Objective: To continue to monitor the progress of SEN / PP children to ensure they make good progress across reading, writing & maths & catch up over time to reach expected standards where possible.**

Protected Characteristics: DISABILITY

Times Scale: 3 Years

Actions Required: Progress and attainment tracking of SEN / PP children using Target Tracker and individual teachers' record keeping systems. Monitoring of intervention programmes. Monitoring through pupil progress meetings with subject coordinators.

How we know we are making progress: Attainments and progress gaps will begin to close. Children will be nearer to meeting standards for that subject within their year group

- 2. Equality Objective: Re-evaluate the curriculum and celebrations within the school to ensure that they reflect the diversity of our school community and the wider world. Recognise the important contribution of EAL children to the school.**

Protected Characteristics: RACE / RELIGION

Times Scale: 3 Years

Actions Required: Look for opportunities to celebrate key religious festivals through the year e.g. Eid / Hannukah. Ensure these are included withing collective worship sessions through the year. Review curriculum planning to ensure that there are ample opportunities to celebrate people of colour and their important contribution to history. All classes to take part in Black History month every October and to understand why there is a Black History Month. Teachers with EAL students to look for opportunities for those children to share their first language in class.

How we know we are making progress: Our curriculum will be fully reflective of the diversity of the UK / wider world. Children from different faith / ethnicities will feel celebrated and included. Children will understand the value of studying diversity and this will be reflected in both parent and pupil surveys. Children with EAL will feel celebrated an included within lessons and their own year groups.

3. Equality Objective: To showcase the school's work on equality and diversity.

Protected Characteristics: RACE / RELIGION / SEXUAL ORIENTATION / DISABILITY / GENDER

Times Scale: Continuous

Actions Required: Maintain and update the diversity page on the school website showcasing the excellent work on diversity and inclusion which is taking place. Ensure links and signposting to other websites is still valid and appropriate.

How we know we are making progress: Website will be up to date with relevant examples of children's work. Existing links and signposting will be checked, relevant and working.

4. Equality Objective: To continue to monitor progress across the curriculum in relation to boys' and girls' attainment and progress and to ensure that there is no obvious gender variation in attainment and where there is that there is a justifiable reason (e.g. large group of SEN girls or boys in a particular year group).

Protected Characteristics: GENDER

Times Scale: Reviewed annually following the school's annual data return.

Actions Required: Classroom teachers and subject coordinators to review data following data drop to look for any obvious variations in attainment between girls and boys. Where this is the case – there needs to be a justifiable narrative as to why. Where there is no justifiable narrative – plans need to be in place to address the gender imbalance.

How we know we are making progress: No / less perceptible difference in attainment between genders. Where gender difference in terms of attainment is identified – plans in place to remedy.

5. Equality Objective: To monitor attendance at clubs and extra-curricular activities to ensure all groups of children are accessing extra-curricular activities regardless of age, socio-economic status or other limiting factor.

Protected Characteristics: AGE / DISABILITY / GENDER / FAITH / BELIEF

Actions Required: Attendance records to be kept by staff or outside providers – these to be analysed through the lens of gender / PP / age / SEN. Action to be taken if equality of opportunity is not apparent.

How we know we are making progress: The school will aim to maintain a good balance of children attending after school clubs and extra-curricular activities. This should be inclusive of genders, children with SEND or PP children. Where children are identified that might not be attending because of a socio-economic reason (e.g. no parent to pick them up / childcare issues) the school will look for ways that we can support families so that their children can attend. When gender variation is an issue, the school will endeavour to address this through encouraging the participation of boys and girls and challenge any negative stereotypes that might exist regarding participation in certain extra-curricular activities. (Examples could be, but not limited to – boys attending