

St Mary & St Margaret's CE Primary School Equality Objectives 2023-2026

Equality Strand	Objective	Target groups	Action	Who is responsible:	Dates to and from:	Success Indicators	On track?	Review date
Race, sex, disability	Monitor and analyse achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	EAL, girls, boys, pupils with SEND, eligible for FSM	We will ensure that our data collection and monitoring systems are robust. Assessment/data leads to monitor groups SENCO/SLT to identify strategies to improve attainment of groups and liaise with outside agencies where necessary.	Assessment leads SLT Governors SENCO	Sept 2023- Sept 2026	Analysis of school data demonstrates that the gap is narrowing for equality groups.		
Race/ religion or belief	Improve understanding of diversity both in school and in the wider community	Whole school	As a Christian school we will continue to teach a robust RE syllabus based on a core understanding of the Christian faith – supported by an understanding of the similarities and differences with other faiths. We will plan for RE teaching to be stimulating through trips to places of faith, inviting visitors into school and imaginative use of ICT. We will celebrate religious festivals from a range of faiths during RE and collective worship from a variety of races, faiths and genders.	SLT Teachers	Ongoing	Ongoing increased awareness of different communities. Evidenced through pupil and staff feedback (pupil interviews, informal discussions etc.).		
Race/sex/disability/ sexual orientation/ religion pr belief	Improve understanding of diversity both in school and in the wider community	Whole school	We will continue to promote a greater understanding of diversity within our school and the wider community through a regular focus on our school values, in particular 'Mutual Respect and Tolerance', 'Belonging' and 'Individual Liberty'. This includes carefully chosen texts to study in English, as well as the promotion of deliberately diverse resources within our library and classrooms. We will ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. The curriculum will promote role models and sufficient individuals that children positively identify with, and which reflect diversity of race, gender and disability.	SLT All teaching and support staff	Ongoing	Ongoing increased awareness of differences and similarities. More diversity reflected in school displays Evidenced through feedback from learning walks, environment audits, School Council and Worship Leaders.		

Sex	Develop greater sense of individual liberty by reducing gender stereotypes	Whole school	Actively promote school value of 'Individual Liberty', ensuring opportunities for all children to discover their passions, interests and abilities – e.g. through promoting girls' ball games on the playground, through ensuring all children have opportunity to learn musical instruments, through encouraging active lifestyles for all, through deliberately chosen worship resources etc.	All teaching and support staff	Ongoing	Children demonstrate belief that they can 'be who they want to be' (evident in discussion and through pupil voice)		
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