



Appendix 3

Equality Objectives

Objective 1: *To promote cultural development and understanding through a rich range of experience, both in and beyond the school.*

Why we have chosen this objective:

- *To Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act*

To achieve this objective we plan to:

- Offer a varied programme of both curricular/extracurricular visits and visits to the school to include places of worship, visits that will enhance learning in a range of subjects.
- Plan for a range of visitors to attend our school through curriculum engagement and assemblies to share different faiths and cultures for example.
- Offer all pupils the experiences to understand that they are part of a multi- faith society and learn the values of other religions whilst demonstrating our own school Christian values.
- Use our mission statement including 'have children's heritage, talents and skills celebrated.'

Progress we are making towards this objective:

- Children attend PDET 'Worship' experience along with other Academies.
- Visit to local mosque and other religious buildings.
- RE curriculum ensures children learn about different faiths through music/arts etc.
- Pupils in school deliver session regarding their faith (share Diwali experiences etc)
- Growth Mindset days used to promote 'friendship,' within the community and further afield.
- Variety of visitors lead Collective Worship
- Happiness Club sessions with Yr5s and people from an older generation in our local community
- Christmas choir visits various care homes and religious institutions during Christmas.
- Charity work including Operation Christmas Child, Kettering food bank, responding to emergencies / disasters, as well as other local charities.



Objective 2: *To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities.*

Why we have chosen this objective:

- *To advance equality of opportunity between people who share protected characteristics and those who do not.*

To achieve this objective we plan to:

- Increase of attendance to after-school clubs.
- To engage all children including those disadvantaged children so that they attend at least one club or extra-curricular activity during the year.
- Offer a number of extra curricular clubs free of charge, with reduced music lessons for disadvantaged families.
- Offer free clubs to disadvantaged children; targeting particular families / children

Progress we are making towards this objective:

- *Sports funding used to offer ALL children access to extra-curricular sporting clubs.*
- *Use sports funding to invite certain groups to attend extra-curricular sporting clubs including groups based on SEND, gender, least active, gifted & talented, lower than expected attendance etc.*
- *All children in receipt of PP are regularly provided with vouchers to allow funded/subsidised places at music lessons, after school and holiday provision.*



Objective 3: *To ensure the school environment is accessible as possible to all pupils, staff and visitors.*

Why we have chosen this objective:

- *Advance the equality of opportunity between people who share protected characteristics and those who do not.*

To achieve this objective we plan to:

- Ensure that all pupils, staff and visitors are able to access learning and environment.
- Make good use of funding streams available (Sports England/Lottery) to provide relevant opportunities and equipment that enhance the school learning environment both inside/outside of school.
- Use our mission statement including 'Care for ourselves, each other and the environment.'

Progress we are making towards this objective:

- *Curriculum and learning are inclusive and accessible to all children/staff.*
- *School building and classrooms are accessible to all children/adults.*
- *Sport funding (Carry forward as a result of Covid-19) used to provide KS1/EYFS children further active outdoor resources.*
- *Sports funding/charity fundraising used to enhance school playground with equipment used for active breaks/lunchtimes.*



Objective 4: To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010

Why we have chosen this objective:

- *To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*

To achieve this objective we plan to:

- Create effective system for recording incidences of discriminatory behaviours through use of Safeguarding portal – My Concern.
- Use systems in place to ensure swift identification of any issues, implement prompt and effective action involving staff or parents where necessary and allow comprehensive recording.
- Improve everyone's understanding of the implications of homophobic and other forms of name calling through the PSHE/SRE curriculum.
- Involve parents who will work with the school to eliminate any forms of prejudiced bullying in line with the school behaviour policy.
- Use our mission statement including 'Love Your Neighbour as Yourself.'

Progress we are making towards this objective:

- PSHE/RSE policy and curriculum delivery in place.
- Behaviour policy updated accordingly and shared with parents.
- Behaviour policy in school understood by staff/children and adhered to consistently. Flow chart of sanctions in place and shared with parents/children. Consequences as a result are thought about.
- Any incidents of bullying of any kind reported and investigated by HT and AGC updated accordingly.
- Consistent approach to behaviour management has resulted in a significant decrease of children being removed from class
- Support in place for children with regards to behavioural needs/requirements including 1:1s where appropriate
- Additional funding sought where required including higher needs funding.



Objective 5: *Actively close gaps in attendance and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children*

Why we have chosen this objective:

- To advance equality of opportunity between people who share protected characteristics and those who do not.

To achieve this objective we plan to:

- Ensure Quality First Teaching is the best it can be
- Modify provision in order to meet all children's needs and interests.
- Introduce more specific interventions, to include rapid intervention, for reading, writing and maths.
- Improve parental engagement by providing opportunities for parents/carers to attend school and being part of the learning experience.
- Provide parents with relevant and up to date attainment/progress reports.
- School supports and challenges those families with a poor attendance – particularly disadvantaged families.

Progress we are making towards this objective:

- *Quality First teaching improvements remain clear focus for school*
- *Government 'Catch Up' Covid-19 funding used to offer pupils National Tutoring programmes where appropriate.*
- *SHINE intervention package purchased and being used in school to fill gaps that have been highlighted through assessments.*
- *Provision map in place and staff aware of pupils within their classes who are in receipt of PP for example. As a result, staff are held to account for closing gaps in attainment.*
- *PP document completed/updated and available on school website. Also monitored by AGC.*
- *SENDCO employed on full time basis. Parents of children on SEND register and kept up to date with targets/attainment and how they can support their children at home.*