

Equalities and Objectives Annual Statement



BASSETT GREEN
PRIMARY SCHOOL

Policy written by:	Charlotte Stillwell
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Added to the school website?	Yes

Equalities and Objectives Annual Statement

Contents Page

Introduction	2
OBJECTIVE 1: To promote equality by developing first quality teaching strategies that ensure equality of opportunities for all children whatever their needs	2
OBJECTIVE 2: To promote equality by preparing pupils for life in a diverse society; ensuring that they develop into respectful individuals in an inclusive environment which promotes equality for all members of our school.....	3
OBJECTIVE 3: To promote equality through partnership and communication with families and the wider community	3

Introduction

With reference to the school's **Equality and Objectives Statement 2023-2024**, this report summarises objectives the school has identified in order to eliminate discrimination and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

In line with the requirements of the Public Sector Equality Duty, the school is required to produce a report on our progress every year and review the School Equality Objectives every four years.

These objectives are reflected in our School Improvement Plan and Self-Evaluation. Through monitoring, the Senior Leadership Team ensures that equality is addressed through policies, staffing, teaching and learning, and extracurricular activities. Outcomes of our objectives are reported annually to the Governing Body within the Headteacher's Report.

OBJECTIVE 1: To promote equality by developing first quality teaching strategies that ensure equality of opportunities for all children whatever their needs

Actions taken:

- Monitoring interventions to narrow the gaps in learning between groups (eg. boys compared to girls, SEND, disadvantaged)
- Involving the SENCo to monitor provision for pupils with SEND
- Phase Leaders/Subject Leaders ensuring that subjects reflect the diverse cohort in the school and that the learning is relevant and accessible to all groups of children
- Providing opportunities through the curriculum to explore issues related to identity, equality and other cultures
- Using images, materials, displays which positively reflect a range of cultures, identities and lifestyles
- Having high expectations of all pupils regardless of age, gender, ethnicity, ability or social background
- Removing barriers to learning (eg. Supporting pupils for whom English is an additional language, especially those new to school at an early transition stage)

OBJECTIVE 2: To promote equality by preparing pupils for life in a diverse society; ensuring that they develop into respectful individuals in an inclusive environment which promotes equality for all members of our school

Actions taken:

- Adults in the school are expected to provide good role models
- The school values of Respect and Teamwork are an embedded part of our school culture, celebrated through a fair system of rewards, celebration assemblies, the House system and pupil leaders
- Pupils' views are encouraged and respected
- We take a consistent approach to spiritual, moral and cultural development (through assemblies, displays, curriculum, extracurricular activities and teaching of British values)
- All pupils are actively encouraged to engage fully in their own learning.

OBJECTIVE 3: To promote equality through partnership and communication with families and the wider community

Actions taken:

- All parents and carers are encouraged to participate in the life of our school (eg. Workshops, courses, volunteering, made accessible to all)
- Good channels of communication have been enhanced and maintained (parent surveys, weekly school newsletters, social media, regular email communication, home visits, open days, parent evenings)
- Families and members of the local community are encouraged to join in school activities and celebrations (eg. Help with trips and school life, concerts, PTA events)
- Vulnerable families are given help, guidance and practical support especially during times of crisis
- All families are greeted at the school gate at the beginning and end of every day by our senior leaders and inclusions team

OBJECTIVE 4: To promote equality through staff recruitment, professional development and staff health and wellbeing

Actions taken:

- All posts are advertised formally and open to the widest pool of applicants

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity
- Equalities policy and practice are covered in staff inductions
- Annual teacher appraisal is positive and encouraging with realistic targets
- All staff have equal opportunities for promotion and professional development and team building opportunities
- In line with Local Authority policy and practice, all staff receive equal pay for work of equal value
- Reasonable adjustments are made for staff with disabilities
- Staff meetings are held to encourage interaction and to foster our caring and inclusive ethos and environment
- Staff are consulted about school changes and proposals
- A staff wellbeing team was formed in 2021 to develop staff voice and actively promote wellbeing in the school.