



## Equality Objectives 2024-2025

### Objectives taken from Equality Review by Teaching and Learning Committee 15 June 2024

**Describe the improvement needed:**

- **Continue to plan on-going events that will embrace diversity, encourage positive attitudes and understanding of pupils with protected characteristics including different forms of disability, for example:**
  - Plan lessons and activities to include cultural events throughout the year, e.g., Chinese New Year, and invite speakers into school.
  - Membership of Plymouth Centre for Faiths and Cultural Diversity.
  - Recognition that Devon is not diverse and plan ways to ensure pupils gain an understanding of diversity through the curriculum, worship and other events.
  - Hold an anti-bullying week.
  - Celebration of historical events.
  - Increase understanding of different cultures through multi-cultural/interfaith events.
- **Governors are assured that there is equity across the curriculum.**
  - Governor visits to always have an 'equality line of sight'.
  - Challenge in GB meetings to gain assurance of equality across the school.
  - Data (including attendance and academic performance) in HT reports to include groups of children.
- **The PSHE curriculum enables pupils to understand the protected characteristics and what discrimination and equality mean. The impact of this is that the children know about equality, and they demonstrate this in their behaviours and relationships.**
- **Children have access to a wide and diverse range of authors and texts through a carefully planned and well sequenced whole class reading curriculum.**
  - Progressive and carefully sequenced whole class reading curriculum from Reception to Y6.

Equality objective

**To raise awareness of equality and diversity**

**To actively try to make pupils aware of discrimination and its effects**

**Key strategies to address this:**

CSD and PSHE Leaders to plan opportunities to raise awareness through the curriculum and worship.

Leadership and management – Governors ensure they are fulfilling their duties under the Equality Act.

Leaders will ensure that the curriculum and resources chosen will take every opportunity to promote and advance equality.

Action	Who?	When?	Resources and training needs/costs	How will this be monitored?
Plan opportunities to raise awareness through the curriculum	PSHE and CSD Leaders	Termly	PSHE curriculum RE curriculum Wider curriculum	Through planning Review
A calendar of events demonstrates that the school is raising the awareness and understanding of people with protected characteristics needs to be planned.	HT/CSD/PSHE	Termly	Calendar	Reviewed by SLT and Ethos group
Plan opportunities to raise awareness through worship	CSD Lead	Termly	Information to support	Through planning Review
Governors to challenge through school visits and GB meetings	GB	Ongoing		Governing Body committee meetings and through the SIP.

Further embed the new planning sequence for class readers and evaluate the impact.	English Lead	2023-2024	Whole class reading books – each year group to have books matched to the sequence which is progressive and includes a diverse range of authors and texts across the school from Reception to Year Six.	Lesson visits, discussion with pupils, equality audit.
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**Chair of Teaching and Learning Committee**

Approved by: T. Conder

Date: 15/6/24

**Headteacher:** Mrs Hue Hamilton

Date: 15/6/24