



Blewbury Endowed C of E Primary School

Nurture, Grow, Flourish

Equality Objectives 2022 - 2025

The following Equality Objectives will be monitored and reviewed annually. Each objective aims for the equality of opportunity and covers the protected characteristics of: Race; Disability; Gender; Age; Religion or Belief and Sexual Orientation

Equality Objectives	Actions	Success Criteria	Annual Evaluation
To continue to ensure 'quality first' teaching meets the learning needs of all children.	Termly monitoring of quality of teaching and learning, including available teaching resources and deployment of Teaching Assistants	Improved quality of teaching in all classes and increased progress of children at risk of under-achievement	September 2023 Teaching and learning is improving across the school. For progress, see table below.
Continue to ensure that all pupil groups (boys, girls, FSM, SEND, EAL) make appropriate and similar rates of progress.	Identify pupil groups and monitor their progress (pupils progress meetings 3x yearly) Implement appropriate interventions where required.	Pupil groups make the expected progress from their starting points	Pupils in receipt of FSM are not making progress in line with non-FSM (20%, approx 6 pupils) Male and female progress is in-line with all pupils. Progress of pupils on SEND register is in line with all for writing and maths and slightly below for reading.

Percentage of pupils in Years 1-6 making expected + progress:

	Pupils (%)	Reading	Writing	Mathematics
All Pupils	105 (100%)	78 (74.3%)	81 (77.1%)	80 (76.2%)
Males	52 (49.5%)	38 (73.1%)	39 (75.0%)	38 (73.1%)
Females	53 (50.5%)	40 (75.5%)	42 (79.2%)	42 (79.2%)
FSM	31 (29.5%)	15 (48.4%)	17 (54.8%)	16 (51.6%)
Not FSM	74 (70.5%)	63 (85.1%)	64 (86.5%)	64 (86.5%)
Pupil Premium	15 (14.3%)	12 (80.0%)	12 (80.0%)	13 (86.7%)
Not Pupil Premium	90 (85.7%)	66 (73.3%)	69 (76.7%)	67 (74.4%)
SEN Support	19 (18.1%)	13 (68.4%)	14 (73.7%)	14 (73.7%)
Education, health and care plan	2 (1.9%)	1 (50.0%)	2 (100%)	1 (50.0%)
Not SEN	84 (80.0%)	64 (76.2%)	65 (77.4%)	65 (77.4%)

Equality Objectives	Actions	Success Criteria	Annual Evaluation
To ensure resources for learning and teaching meets the needs of all pupils.	<p>Annual audit of resources to ensure adequate and relevant resources and equipment is available to meet the needs of all pupils.</p> <p>Where needed, resources and equipment to be purchased for pupils with special educational needs</p>	<p>Pupils needs are met and equality of opportunity is achieved.</p> <p>For SEND objectives to be fully met in order that all children have access to education</p>	<p>Audit shows that resources, including the use of ICT, are used effectively so that pupils can access the curriculum. See above for progress of pupils on SEN register.</p> <p>Calm spaces and sensory room has been developed.</p>

Equality Objectives	Actions	Success Criteria	Annual Evaluation
To ensure the school curriculum promotes role models that children positively identify with.	<p>Monitoring of curriculum planning (then adaptation as required)</p> <p>Capturing pupil voice.</p>	<p>The school's diversity in terms of race, religion, gender, disability and types of families is reflected in what is being learned.</p> <p>Pupils talk positively about representations.</p> <p>Children are aware of positive role models from genders, races religions and types of families other than their own.</p>	<p>Audit of new curriculum shows that a range of ages, religions and races are reflected.</p> <p>Books are used to reflect diversity.</p> <p>Gap in different abilities for role models – focus for 2023/34</p>

Equality Objectives	Actions	Success Criteria	Annual Evaluation
To provide written (or verbal) information for parents/carers with disabilities or for whom English is not their first language in a form which is user friendly and appropriate to their needs	The relevant member of staff to ensure support is provided to the parent/carer/family to access school information where needed.	Parent/carer/family are supported and have access to school information and information about their child.	<p>Information translated into Ukrainian (as needed).</p> <p>Google translate used for review meetings.</p>

Equality Objectives	Actions	Success Criteria	Annual Evaluation
Ensure extended school activities (e.g. clubs, sporting events) take into account needs and access issues and pupils attending reflect the diversity of race, gender, disability and socio-economic status of the school	Monitoring of extended school activities each term. Promote extended school activities to all.	Increase in participation of extra-curricular activities. Diversity seen in membership of clubs.	3 disadvantaged pupils across academic year supported to access sports clubs. 1 pupil with EHCP supported to access football club. 1 pupil with EHCP supported to attend choir club. 1 club per week took place at lunch time to aid access for pupils who come to school on OCC transport.

Equality Objectives	Actions	Success Criteria	Annual Evaluation
Protect pupils from extremism views, including religious extremism views by helping pupils have a balanced view and giving coping strategies in dealing with what may be external pressures through assemblies, PHSE lessons	All staff will help pupils have a balanced view of religions, through the RE curriculum and day-to-day teaching and learning. Staff will give pupils coping strategies in dealing with what may be external pressures through assemblies and PHSRE lessons	Pupils encouraged to and feel confident to share views and be tolerant of each other. All staff to monitor content of conversations and identify any areas of concern	Views and language are discussed in PSHE lessons as per progression grid and as and when needed. British values are woven through the curriculum.

Equality Objectives	Actions	Success Criteria	Annual Evaluation
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<p>Ensure there is a space where personal care needs of all can be met</p>	<p>Redevelopment of Accessible toilet. (Plans drawn up June 2022)</p>	<p>New accessible toilet completed and in use by September 2023.</p>	<p>Plans have been drawn and funding secured through ODST. Work to start October half term 2023.</p>
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