**Sheepy Magna CE Primary School Equality Objectives 2023 2026**

The Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:
1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a sense of cohesion and belonging
4. We aim to reduce and remove inequalities and barriers that already exist.
5. We have the highest expectations of all our children.

We have set the following objectives:

- To remove barriers for pupils with SEND and ensure their progress is in line with other pupils
- To diminish the difference in attainment of pupils eligible for PPG and others in Reading, Writing and Maths in all year groups.
- To continue to promote understanding and respect for diversity and differences.
- To provide training for all staff and governors on equality and diversity

| Equality Objective | Action | Impact |
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| To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children. | Careful tracking of attainment and progress for pupils with SEND. Target appropriate interventions at those pupils.<br>Create Individual Education Plans and involve parents in their implementation.<br>Provide SENCO support and training for staff.<br>Ensure reasonable adjustments are in place for children with SEND. Provide auxiliary aids and services to disabled pupils where it is reasonable to do so to alleviate disadvantage.<br>Where appropriate, work with outside agencies to achieve the best progress for our children. | SEND children continue to make progress that is in line with, or better than their peers.<br>Children with SEND can access the curriculum as fully as they are able.<br>Children with SEND fulfil their potential including (where appropriate) achieving the Greater Depth level for Maths, Reading and Writing. |

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| Diminish the difference in attainment for our pupils eligible for pupil premium grant in Reading, Writing and Maths in all year groups. | Increase the number of Pupil Premium pupils working at the expected standard for their age.<br>Monitor the achievement of Pupil Premium pupils.<br>Plan and deliver interventions to address gaps in learning as identified through on-going assessment. | Gap narrowed in specific year groups and subjects.<br>Children fulfil their potential including (where appropriate) achieving the Greater Depth level for Maths, Reading and Writing. |
| To continue to promote understanding and respect for diversity and differences. | Ensure school policies and procedures promote equality of opportunity<br>Ensure all staff are aware of our responsibility with regards to the equality act<br>Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.<br>To continue with our teaching of RE, diversity and British Values.<br>To facilitate the introduction to, and understanding of, other religions and cultures by our children. | Children are aware of a range of religions and cultures.<br>The children celebrate diversity and are tolerant to other religions, cultures and groups of people within society.<br>Greater understanding and respect for differences.<br>The school ethos and curriculum promotes respect for the differences of the school community. |
| Provide training for all staff and governors on equality and diversity | Provide specific INSET to staff on equality training.<br>Use opportunities as they arise during INSET to provide training on equality and diversity. | All staff and governors aware of legislation and responsibilities of all stakeholders. |