



Equality Objectives for St Michael's Primary School

Equality Objectives

1. **Eliminate discrimination and promote respectful behaviour across all protected characteristics**
Ensure all pupils and staff understand and demonstrate the school values of Hope, Friendship, Peace, Perseverance, Compassion, and Respect by embedding inclusive practises and addressing any incidents of discrimination swiftly and effectively.
 2. **Advance equality of opportunity by improving attainment and participation for vulnerable and disadvantaged pupils**
Monitor and analyse pupil achievement by race, gender, disability, and disadvantage (including SEND and PP) and implement targeted support to close attainment gaps, particularly in reading, writing, and mathematics.
 3. **Foster good relations and inclusive engagement with families and the wider community**
Increase equitable access and participation in school activities, including parents' consultations, after-school clubs, and workshops, ensuring all families feel welcomed and supported regardless of background or circumstance.
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Action Plans

Objective 1: Eliminate discrimination and promote respectful behaviour

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Staff training on the Equality Act 2010 and anti-discrimination policies	Headteacher	Training materials,	Term 1 (Autumn)	<ul style="list-style-type: none"> • All staff complete training • Evidence of policy

				updates • Reduction in reported incidents of discrimination
Embed values and inclusive behaviour in assemblies and PSHE curriculum	PSHE Lead / Class Teachers	Curriculum resources, assembly plans	Ongoing throughout the year	<ul style="list-style-type: none"> • Pupils can articulate school values • Positive behaviour records • Pupils report feeling safe and respected
Review and update behaviour and anti-bullying policies to reflect equality duty	SLT / ACC	Policy templates, legal guidance	Term 4 (Spring)	<ul style="list-style-type: none"> • Updated policies published • Staff and governors aware of changes • Clear procedures for incident management

Objective 2: Advance equality of opportunity by improving attainment and participation

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Regularly analyse pupil progress data by protected characteristics	Headteacher / SENCo	Data analysis software, training	Half-termly	• Data reports show narrowing gaps

				<ul style="list-style-type: none"> Targeted interventions in place
Develop and implement targeted support programmes for vulnerable groups	SENCO/ Class Teachers	Intervention resources, staff time	Term 1 onwards	<ul style="list-style-type: none"> Improved attainment in core subjects Positive feedback from pupils and parents
Provide teacher training on inclusive teaching strategies	SENCO	Training sessions	Term 1 - Term 3	<ul style="list-style-type: none"> Staff confidence in differentiation increases Observations show inclusive practice

Objective 3: Foster good relations and inclusive engagement with families

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Monitor and review attendance and participation in parents' events and clubs	Headteacher	Attendance records, surveys	Termly	<ul style="list-style-type: none"> Increased attendance rates from diverse groups Feedback shows improved satisfaction
Develop communication strategies to reach all families effectively	Headteacher	Communication platforms	Term 1 - ongoing	<ul style="list-style-type: none"> Communication accessible in multiple formats



				<ul style="list-style-type: none"> • Families report feeling informed and included
Organise inclusive workshops and community events celebrating diversity	SLT / Governors	Event materials, community partners	Termly	<ul style="list-style-type: none"> • Events well attended by diverse groups • Positive feedback on community cohesion

Child Friendly Objectives

1. **We all treat each other kindly and fairly, no matter who we are.**
2. **We help everyone do their best in reading, writing, and maths.**
3. **We make sure all families feel welcome and can join in with school activities.**

Impact Statement

By successfully achieving these equality objectives, St Michael's Primary School will be a more inclusive, respectful, and supportive community where every child feels valued and safe. Discrimination will be actively challenged, and all pupils will have equal opportunities to succeed academically and socially. Families will feel more connected and engaged with the school, fostering stronger relationships that benefit the whole community. This will enhance pupils' personal development and well-being, contribute to high-quality teaching and learning, and uphold the school's Christian values of hope, friendship, peace, perseverance, compassion, and respect, ensuring all children can thrive and achieve their dreams.