



Broad Square Primary School

Equality Objectives – Review October 2023

Objective	Success Criteria	Actions and Persons Responsible
<p>1.</p> <p>To achieve good progress in reading, writing and maths for all groups, so that the gap between national and school progress measures is significantly narrowed.</p>	<ul style="list-style-type: none">➤ To ensure all groups make the same good progress in Reading, Writing and Maths and that the school's progress figure is closer to the national average.➤ To ensure all groups become fluent readers, confident writers and able mathematicians and at transition to secondary school, they are secondary ready.➤ The gap in terms of progress and achievement in literacy skills between different groups is no longer apparent	<ul style="list-style-type: none">➤ There is an increased awareness amongst staff and parents of the need to raise English and Maths skills (regardless of background) to achieve progress in line with national averages.➤ Appropriate resources are provided to engage pupils in the development of writing skills, reading aptitude and mathematical mastery.➤ Increased opportunities for parents to improve their skills in encouraging reading, writing and maths at home through parent cafes, school website, Twitter and other communicative means.
<p>2.</p> <p>To ensure staff understand legislative duties to embed equality of opportunity for all groups; for this to be fully embedded in an inclusive and comprehensive curriculum, which celebrates all cultures, faiths and beliefs through diversity of thinking and resources.</p>	<ul style="list-style-type: none">➤ To further raise staff awareness in order that all staff and governors are aware of their responsibilities under the Equalities Act 2010.➤ For that awareness to be manifested in all areas of school life including interactions between adults and between adults and children and between all children.	<ul style="list-style-type: none">➤ An initial whole staff training session – followed by regular updates.➤ The capturing of events, curriculum opportunities and individual actions by means of school assembly celebrations and regular pupil awards. This to be documented to prove School of Sanctuary status.



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	<ul style="list-style-type: none">➤ For an inclusive, diverse curriculum to be developed by subject leaders and implemented in line with UNICEF Rights Respecting Schools and advice from organisations such as Stonewall and LLP.➤ That the school's values are demonstrated in practice across the school community.	<ul style="list-style-type: none">➤ Recognition of staff actions and initiatives through staff briefings and reports to governors.➤ For the school to work towards the Rights Respecting Schools' Award and the YPAS Rainbow Flag Award. Through these awards, self evaluation becomes more effective at all levels.
<p>3. To be certain that the whole school community understands that it is made up of individuals of equal value with their own needs and potentials.</p>	<ul style="list-style-type: none">➤ Greater uptake of parental involvement in events that aim to recognize and promote diversity. Through this, understanding and respect for the faith and culture of all our pupils and their families is developed.➤ Gain the support from pupils and families from all ethnic groups through the full participation of all aspects of school life.➤ Foster good race relations with support from our local community➤ Deal sensitively with misinformation that may damage positive relations.	<ul style="list-style-type: none">➤ Everyone to be responsible for dealing with racist bullying, homophobic bullying and bullying related to gender or disability or other hate incidents in line with school policy and procedures.➤ Ensure staff are confident to spot and tackle bias and stereotyping➤ The whole school community to be actively reflecting the ethos and values of Broad Square School in all their actions