



# Broad Square Primary School

## Equality Objectives – Review September 2023

| Objective   | Success Criteria   | Actions and Persons Responsible  |
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| <p>1.</p> <p>To achieve high levels of progress in reading, writing and maths for all groups, so that the gap between national and school expectations is significantly narrowed.</p> | <ul style="list-style-type: none"> <li>➤ To ensure all groups make the same high levels of progress in Reading, Writing and Maths as measured by National Performance tables.</li> <li>➤ To ensure all groups become fluent readers, confident writers and able mathematicians and at transition to secondary school they achieve appropriate levels of progress and achievement.</li> <li>➤ The gap in terms of progress and achievement in literacy skills between all groups is no longer apparent</li> </ul> | <ul style="list-style-type: none"> <li>➤ There is an increased awareness amongst staff and parents of the need to raise English and Maths skills in all groups to achieve progress in line with national expectations for the year group.</li> <li>➤ Appropriate resources are provided to engage pupils in the development of writing skills, reading aptitude and mathematical mastery.</li> <li>➤ 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.</li> </ul> |
| <p>2.</p> <p>To ensure staff understand legislative duties to embed equality of opportunity for all groups.</p>   | <ul style="list-style-type: none"> <li>➤ To further raise staff awareness in order that all staff and governors are aware of their responsibilities under the Equalities Act 2010.</li> <li>➤ 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.</li> <li>➤ That the school's values are demonstrated in practice across the school community.</li> </ul>   | <ul style="list-style-type: none"> <li>➤ An initial whole staff training session – followed by annual updates.</li> <li>➤ 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.</li> <li>➤ Recognition of staff actions and initiatives through staff briefings and reports to governors.</li> </ul>  |



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| <p>3.</p> <p>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"><li>➤ Promoting activities that recognise diversity and foster understanding and respect for the faith and culture of all our pupils and their families.</li><li>➤ Encouraging and supporting all pupils and families from all ethnic groups to participate fully in all aspects of school life.</li><li>➤ Promoting good race relations with support from our local community</li><li>➤ Dealing with misinformation that may damage positive relations.</li></ul> | <ul style="list-style-type: none"><li>➤ 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.</li><li>➤ Ensure staff are confident to spot and tackle bias and stereotyping</li><li>➤ The whole school community to be actively reflecting the ethos and values of Broad Square School in all their actions</li></ul> |
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