



## Broad Square Primary School

### Equality Objectives September 2023 – Review September 2026

Objective	Success Criteria	Actions and Persons Responsible
<p>1.</p> <p>To achieve good levels of progress in Reading at across all phases, so that the gap between national and school expectations is closed by the end of KS2.</p>	<ul style="list-style-type: none"><li>➤ To ensure all groups make the same good levels of progress in Reading as measured by National Performance tables.</li><li>➤ To ensure all groups become confident readers ensuring that they are ready for their next stage in their education.</li><li>➤ The gap in terms of progress and achievement in reading 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 Reading skills to achieve progress in line with national expectations for all groups.</li><li>➤ Appropriate resources are provided to engage pupils in the development of reading.</li><li>➤ Increased opportunities for parents to improve their skills in early reading and phonics, reading aptitude and understanding and encouraging reading through parent workshops, school website, X (formally known as Twitter) and other communicative means.</li></ul>
<p>2.</p> <p>All 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>➤ Whole staff training sessions and 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 continue our School of Sanctuary status and retain our Rainbow Flag Award.</li></ul>



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		<ul style="list-style-type: none"><li>➤ Recognition of staff actions and initiatives through staff briefings and reports to governors.</li></ul>
<p>3.</p> <p>To eliminate identity – based ‘bullying’ incidents from 4 (recorded in 2022-23) to zero.</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><li>➤ Pupil voice to demonstrate that children feel able to always safely and freely express themselves and feel accepted by all.</li></ul>