

Equality Objectives 2024/2025 – Review September 2025

Objective 1

Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups, through a broad and balanced curriculum and effective PSHE delivery.

Actions

- We delivered the Jigsaw PSHE curriculum, with additional themes and events to support and extend this.
- We teacher RE following the Leeds agreed syllabus/REC planning.
- We included visits to different religious places of worship including visits to Churches, temples and synagogues.
- The children had the opportunity to take part in themed events such as anti-bullying week and celebrations of Diwali.
- We developed access to a wide variety of books and resources, with diverse themes. Our library includes access to a range of books on different religions, which children can access.

Objective 2

To ensure that there is proportional representation of diverse groups, for example through literature and images.

Actions

- Our PSHE curriculum provides a broad and balanced curriculum, including a focus on diversity and inclusion.
- We took part in the celebration of Black History month and had a book theme in each reading area for children to access. This promoted both literature and represented images of black people within the academy.
- We introduce a range of 'There I am' books in all reading areas to ensure there is representation in the offer of literature.
- We actively included a range of diverse imagery around the academy e.g. posters, displays, etc.

Objective 3

Increase engagement in after school activities and competitions, with disadvantaged pupils.

Actions

- This year all clubs were offered to disadvantaged pupils, two days before any other pupil. This was paired with a telephone call, to ensure that IT was not a barrier.
- We targeted a range of groups of pupils, to ensure there was coverage in different sporting events, sometimes taking two teams, to ensure access opportunities.
- We pay for all Pupil Premium pupils school trips to ensure that there are no financial barriers.

Objective 4

Actively close gaps in attainment and achievement between students and groups of students especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.

Actions

- In 2023 2024 100% of our Y6 disadvantaged pupils achieved the Reading standard in the end of year SATs.
- In 2023 2024 100% of our Y1 disadvantaged pupils achieved a pass in the national Phonics Screening Check.
- We have some cross over with SEN in our disadvantage group, but specific interventions were put in place to ensure pupil were able to make progress against their own individual learning timelines.

Objective 5

To actively support the inclusion, attainment and well-being of our growing/changing community.

Actions

- We have hosted a range of parental events to encourage new member of the community to become active in the community.
- This will be an on-going focus.

Objective 6

To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act.

Actions

- We use the PSHE curriculum to explore protected characteristics.
- We use behaviour systems consistently within our behaviour management policy.
- Any incidents of bullying, racism, remarks are recorded and provided to the AAB, whilst pupils are held to account for their behaviours and given support to change those behaviours. We work with pupils and families to achieve this.
- We have a rigorous and consistent approach to record any incident on CPOMS.
- We take part in Anti-bullying week on an annual basis.

Objective 7

To continue to communicate our commitment to equality and diversity with the wider community e.g. parents, PTA, AAB and other groups, to seek their support enhance the impact.

Actions

- We share our curriculum with parents and communicate this via our website.
- We share information on events in school and the aims of the events.
- This is an on-going focus area.