

Caedmon Community Primary School Equality Objectives 2023-2027

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Aim	Action to be taken	Personnel	Timescale	Resources	Impact
Financially support families to access all aspects of school life and to sustain a no charging policy.	School to achieve best value in all aspects of budget spend. School to generate income from various funding streams.	Clive Wisby Laura Crossan Jayne Hooker Kelly Drury	Ongoing Budget setting yearly.	HT/DHT/SBM time and expertise. All members of staff to understand best value principles and apply them in their daily work.	All children participate in a full range of opportunities which raise aspirations. Covid recovery for vulnerable families being measured as successful.
Work with LA who provide a range of brochures and training opportunities for parents through workshops. Provide parents with this information. (SEND)	Engage with agencies to signpost parents who require support at home. TAFs to be set up if necessary.	Clive Wisby Laura Crossan Sean Gray Jayne Hooker Kelly Drury	Ongoing support from the LA services. Leaflets to be sent to parents when received.	Outside agencies Workshops	Parents are receiving up to date support from professionals who are trained in a range of additional needs.
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils.	Clive Wisby, Laura Crossan, Sean Gray to attend all PP meetings and provide support and guidance to staff to meet the needs of all pupils and support attainment in year groups.	On-going	Pupil Progress meetings PP Passports to be updated by staff members termly.	Gap narrowed in all year groups.

	Plan and deliver interventions to address gaps in learning.	Laura Crossan to implement PP passports for pupils.			
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Monitor pupil achievement for groups of children. Discuss groups at pupil progress meetings with class teachers. Support groups where necessary with relevant support.	HT/SLT	Termly meetings On-going	Pupil Progress meetings Cost of resources to support learning.	Support given to pupils where necessary. Internal and national data supports no underachieving groups in school.
Promote understanding and respect for differences	Identify opportunities in the curriculum to look at other cultures/ countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Pride Day, Olympics as an	HT/SLT Class teachers.	On-going	Cost of resources to promote understanding.	Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training.

	opportunity to explore other cultures and backgrounds.				
Date agreed- 01.02.2023					

Author: Clive Wisby (Head Teacher) February 2023.