



ST. MARTIN'S

CE Primary School

St Martin's Equality Objectives 2022-2025

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evaluations that we undertake on a termly and annual basis. Our equality objectives focus on those areas where we have agreed to take action to improve equality.

Equality objective 1: *To ensure the curriculum enables all pupils to build their knowledge and skills to achieve well and be ready for the next stage of their education*

Why we have chosen this objective:

To ensure that all children are challenged appropriately including those with disadvantage so that they are able to achieve their full potential across the wider curriculum

The school has a higher than average percentage of pupils who require in class support and pupils with SEND, some of whom may need to transition into alternative provisions.

The school has a higher than average percentage of pupils with EHC Plans

To achieve this objective we plan to:

Pedagogical principles to be embedded for all staff to promote best outcomes for all learners:

- plans are inclusive for all groups and individuals and include appropriate opportunities for support and challenge for all children; planning is collaborative and involves quality dialogue on how to meet the needs of all children
- there is a range of questioning used to identify understanding, address misconceptions and challenge thinking for all learners
- there is development of the feedback process. This will allow us to make sure clear, immediate verbal feedback is given where possible which moves learning forward; this is visible through editing within a lesson; written feedback is provided when appropriate and provides actions to move learning forward

Continue to monitor attainment and achievement through termly Pupil Progress meetings ensuring that :

- all staff are aware of the individual needs within a class
- moderation of data shows that use of the school's assessment systems are timely and accurate
- all staff are able to analyse data effectively to identify gaps in learning and provide evidence to support their judgments for pupil outcomes
- support is provided by the SENCO, and the leadership team, including middle leaders to ensure that curriculum delivery is appropriate and meet the needs of all children

Progress we are making towards the objective:

Equality objective 2: *To improve the attendance and therefore attainment of disadvantaged groups including those pupils with additional needs.*

Why we have chosen this objective:

To improve the attendance of all groups of disadvantaged pupils including those with SEND to 95% or above to ensure every opportunity is taken to close gaps in attainment.
To support effective safeguarding of vulnerable groups.
To enable all children to achieve ambitious outcomes throughout the curriculum

To achieve this objective we plan to:

To implement a rigorous Attendance Strategy in line with DFE guidance.

Monitor attendance and take necessary action in line with the attendance policy

- through newsletters and workshops, make sure parents are aware of their parental duty to ensure that their child of compulsory school age attends regularly at the school where the child is a registered pupil
- support class teachers to identify children who are not attending by introducing the 'pyramid system' and ensure they raise non-attendance with the attendance coordinator in a timely fashion
- SENDCo to support the children with more complex needs to come to school and to be punctual

Use support from the learning mentor

- to improve parent attitudes towards attendance and punctuality
- support understanding of the importance of school attendance
- provide planned support and intervention for pupils including nurture breakfast
- increase awareness of attendance through newsletters indicating weekly attendance
- use a weekly class based reward system to encourage high attendance

Deliver an ambitious and broad curriculum which motivates, engages and inspires all learners and will ensure that they want to come to school

Ensure pupil premium funding supports interventions for eligible children

Progress we are making towards achieving this objective:

Equality objective 3: *Promote understanding of a range of world faiths and global communities, so pupils are better prepared for life in today's world*

Why we have chosen this objective:

A recommendation in the most recent SIAMS Inspection states that as school we should promote understanding of a range of world faiths and global communities, so pupils are better prepared for life in today's world.

As the world becomes increasingly multicultural, we must ensure our children have a broad and balanced understanding of the cultures of others and that they children who listen, are tolerant and respectful of others.

To achieve this objective we plan to:

Promote world faiths and global communities through:

- acknowledging and celebrating a range of religious days throughout the year
- curriculum coverage which includes knowledge and understanding about lifestyles of other cultures and faiths
- whole school / phase / class assemblies
- weekly Christian value focus to support tolerance and respect (lessons, assemblies, in an around school)
- speakers from local faith groups
- visits to places of worship
- support from the Diocese of London and other faith leaders in the community

Promote tolerance and respect for different beliefs through:

- inclusion in PSHE and RE
- Work with the local community to include opportunities for pupils to visit places of differing cultural interests

Progress we are making towards achieving this objective:

Equality objective 4: *Ensure equity and fairness in access and engagement of services provided to or involving parents*

Why we have chosen this objective:

Improving parental engagement and understanding of the school's context to support the children to become successful members of the school and wider community.
To support parents to engage with strategies at home that will enable their children to access the school curriculum more effectively including behaviour strategies, reading at home, and Occupational therapy targets etc.

To achieve this objective we plan to:

- Offer a range of workshops and access to the SENDCo and other professionals to help parents understand how to support children in a wide range of contexts.
- Monitor and review parental engagement at all school events
- Ensure meetings such as parent forum are underpinned by 'terms of reference' to ensure all views are shared openly and fairly
- Seek the views of parents in a variety of ways including electronically and paper based,
- Vigorous procedures will be implemented for reporting, following up and sharing learning from relevant feedback where appropriate

Progress we are making towards achieving this objective:

Equality objective 5: *To continue to develop an Ethical Curriculum, ensuring there are opportunities for pupils to develop a sound understanding of diversity in all its forms, including race, religion, gender, disability and life choices.*

Why we have chosen this objective:

The diverse nature of our society means that through a better understanding of the issues that impact our own community and communities afar, the children will develop a greater sense of responsibility and will become more aware of the impact of their actions on others. They will develop an awareness of what it is to be a global citizen and how they can make changes to the world.

To achieve this objective we plan to:

- Continue to review the current curriculum offer and ensure there are opportunities for pupils to learn about a wide range of role models and the positive impact they have had on society e.g. Study of the impact of female and BAME scientists, study of artists who are disabled
- Purchase literature to ensure there are books, written by a diverse range of authors, in the school library and their diversity is celebrated through regular reviews and displays
- Displays around school reflect the whole school community
- School Council promotes leadership and supports the representation of the views of all the children in the school community
- Hold timely assemblies to celebrate achievements in today's society by those who have overcome challenges

Progress we are making towards achieving this objective:

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