



## Annual Equality Objectives Action Plan 2024 – 2025

Ref	Objective	Measured by	Activity	Lead	Progress Milestones
1	<p>PROMOTING EQUALITY – ETHOS AND CULTURE Provide training opportunities for all staff to explore diversity and how we support and encourage this within our school. Ensure that the whole community values cultural diversity.</p>	<p>Actions from Diversity training in each classroom.</p>	<p>CPD for all staff on Dfe Diversity Project and how to promote and celebrate it, allowing us to retain our identities and beliefs yet work together in one community. Training and CPD Jan 2025 and reflect/review regularly. Use of No Outsiders worship material and book lists.</p>	<p>HT/Inclusion team/teachers/senco</p>	
2	<p>PROMOTING EQUALITY – ETHOS AND CULTURE Foster good relationships between all members of the school community encouraging openness and tolerance by respecting each other's beliefs. Ensure a wide range of diverse texts and representative imagery to highlight different families, ethnicities to ensure children have an understanding of protective characteristics</p>	<p>Improved understanding and tolerance across the school community and a welcoming approach to all. Continued reduction in the number of racist/bullying issues recorded on Arbor/cpoms. Logging of racist/discriminatory incidents on Arbor Pupil Interviews.</p>	<p>Encourage all members of the school community to talk openly together via circle time/PHSE activities to promote positive behaviours for learning and a welcoming approach to all. Home School Link Worker to support vulnerable groups CPD for staff on expectations. Review of books and guided reading books within the library and curriculum to include and expand the collection of BAME Soft Start, Free</p>	<p>HT/English Lead/Senco</p>	



			breakfasts, children, Nurture approach, rocket into Reading, Peer mentors training.		
3	PROMOTING EQUALITY – ACHIEVEMENT Continue to ensure that all children achieve the best possible outcomes and that the gap between those children who are disadvantaged or vulnerable continues to close, including through increased attendance.	Increase in attendance and increased enjoyment in school life for vulnerable groups.	Soft start, Fantastics book, support for family by senco Care Committee and HSLW work with families to improve attendance and outcomes of vulnerable children.	HT/teachers/HSLW	
4	PROMOTING EQUALITY – ACHIEVEMENT Improve reading outcomes for children with SEND Improve writing outcomes for boys	Increase in reading outcomes in line with other groups Increase writing outcomes in line with girls	Rocket into Reading (literacy for all), reading with therapy dogs, CPD training and follow up for literacy for all, RWI Inset Teachers choose units to interest boys, more engaging experience days to support writing. Opportunities to independently write linked to interests across the curriculum	Teaching team, SENCO	