



The Grove Primary School

Equality Objectives 2023-25

Objective 1	
Guiding Principles: 1. All learners are of equal value 2. We recognise and respect differences	
To deepen children's understanding of the protected characteristics at an age-appropriate level	
Why: From an analysis of our school profile alongside the demographics of our local area we know that our school community is not fully representative of life in Modern Britain. We want our children to embrace the uniqueness of the human race more readily and to have the opportunity to explore a range of issues pertinent to the protected characteristics as part of their provision.	
How:	Who:
Through a focus within our #1 Programme Through whole school assemblies and PSHE/RSE lessons Anti-Bullying Week held annually Staff training to ensure confidence of knowledge and understanding of the protected characteristics Woven through our curriculum and delivery of this, ensuring evidence of diversity is apparent in texts used, slides and planning Purchasing books that reflect greater diversity	A.Pemberton A.Pemberton/R.Denmeade and all Class Teachers PSHE/RSE Lead All staff led by A.Pemberton Subject Leaders and Class Teachers

Objective 2	
Guiding Principles: 5. We aim to reduce and remove inequalities and barriers that already exist	
To monitor and analyse pupil achievement and progress by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils	
Why: Our internal data, which is discussed termly at Pupil Progress Meetings, indicates an inequality of attainment/progress across KS1 and KS2 for certain groups	
How:	Who:
Regular monitoring, tracking and data analysis Pupil Progress Meetings Targeted support provided where needed – catch up, booster interventions, pupil conferencing, scaffolding, resources Reshape learning where needed Staff CPD where the need is identified	R.Denmeade A.Pemberton/R.Denmeade and all Class Teachers R.Denmeade and Class Teachers Class Teachers Quality First Lead (using Walk Thrus)

Objective 3	
Guiding Principles: 5. We aim to reduce and remove inequalities and barriers that already exist	
To explore and understand the reasons for the higher absentee levels of SEND Support pupils and DL and improve attendance rates of these pupils	
Why:	

Our analysis of attendance shows that SEND Support pupils and DL on roll have higher absentee levels than that of their peers	
How:	Who:
Regular monitoring and analysis of attendance data Pupil Progress Meetings Liaise with our EWO to establish effective strategies Engage with parents/carers at the early stage of attendance to decline and ensure that this is in a supportive capacity Ensure positive termly attendance is celebrated Ensure that improvements in attendance are recognised	R.Denmeade A.Pemberton/R.Denmeade and all Class Teachers R.Denmeade and Class Teachers Class Teachers Quality First Lead (using Walk Thrus)

Objective 4	
Guiding Principles:	
5. We aim to reduce and remove inequalities and barriers that already exist	
To develop the confidence of all staff in dealing with discriminatory incidents	
Why:	
We have identified through analysis of our CPOMS reporting platform that staff are confident in recognizing and reporting discriminatory incidents but there needs to be a consistent and effective approach on the follow up of such incidents	
How:	Who:
The creation of clear guidelines for staff to follow when dealing with a discriminatory incident: • Who to report to • Contacting parents • Addressing the incident moving forward (e.g. through change of school policy, outside agency support, targeted resources/lessons)	A.Pemberton and Equality and Diversity Lead

• Timely check of victim and perpetrator to ensure the incident has been resolved successfully for both parties SLT to monitor incidents to identify recurring themes or patterns in these incidents so that these can be addressed across the school in a timely fashion Staff training in these new guidelines	
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“Diversity is the one true thing we all have in common. Celebrate it every day.”

-Anonymous