



St James'
Church of England
Primary School

St. James' C of E primary School
Equality Objectives 2022 – 2026

*Objectives that the school reasonably thinks it should achieve to meet one or more aims of the General Equality Duty

Priority	Action	Success Criteria	Timescale	Responsible	Outcomes
To advance equality To continue to raise attainment, rate of progress and diminish any achievement gaps for pupils who are identified as vulnerable. In particular, pupils who are in receipt of Pupil Premium, pupils with SEND and pupils who low attenders.	Monitor existing data and data over time to identify patterns and trends Pupil progress meetings 3 times a year to include teachers, SENCO, Deputy Head Teacher and Teaching Partners. •Closely monitor the impact of specific interventions and keep additional assessment data to show small steps of progress.	High expectations for all pupils •Pupils from all identified groups, particularly SEN, make progress in relation to their starting points. Refer to small steps of progress recorded by SENCO if needed. Attendance and gaps in achievement for identified pupils.	On-going throughout the academic year Regularly through PiC meetings	HT/SEN-Co/All Staff GB Curriculum & Standards Committee	
To foster good relations To further develop awareness within the school community of different cultures and beliefs	Developing relationships with minority-ethnic groups and faith groups Raise awareness of cultural diversity through assemblies, school trips and activities	School recognises and values diversity. The school has positive relations with different ethnic backgrounds who mix and get along well and with the wider community .The school community have a	Ongoing throughout the year Planned each term	HT/SEN-Co/All Staff GB Curriculum & Standards Committee Ethos Committee	

		greater understanding of what is meant by 'cultural diversity'			
To eliminate discrimination To continue to actively break down any stereo types that may exist with regard to disability	To educate the pupils and develop their knowledge and understanding of 'difference' (PSHE (PinK Curriculum) /SMSC/British Values/promotion of Spiritual Wheel) with a particular focus upon 'Open minded and understanding of others'	Greater understanding by all pupils of 'difference' • Greater acceptance of all children with 'differences' – both social, emotional and academic • Reduction of incidence of bullying or harassment (online pupil survey). • Children to feel involved and able to offer their opinions	On-going SEAL/SMSC & British Values programme Bi-Annual Online Pupil Survey (OPS) Use of spiritual Wheel	HT/SEN-Co/All Staff GB Curriculum & Standards Committee Ethos Committee	