

Kexborough Primary School

Equality Objectives 2022-2027

Objective 1	To further develop parental involvement in school life and engage parents to take a full interest in their child's education.		
Actions	Who	Obstacles/Potential Issues	Evaluation
<p>Create more opportunities for parents to come in to school and work with their children.</p> <p>Create more opportunities for parents to come in to school and socialise with each other.</p>	SLT	<p>Identifying parents who would benefit from such experiences in school.</p> <p>Ensuring parents attend any opportunities created</p>	<p>Uptake by parents</p> <p>Positive effect on pupils</p>
<p>Liaise with the parents regarding establishing a new parents group / committee.</p>	SLT	Time to engage parents	
<p>Create more opportunities for parents to come in to school and gain specialist advice from experienced staff regarding SEN, ASD, ADHD etc and share knowledge and experiences.</p>	SENCO	Reluctance of parents to approach school about this	

Objective 2	To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children's awareness of the multi-cultural world in which they live.		
Actions	Who	Obstacles/Potential Issues	Evaluation
<p>Promote understanding and respect for differences.</p> <p>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.</p> <p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like World Cup, Olympics, WW1 WW2 anniversary as an opportunity to explore other cultures.</p>	<p>RE Curriculum Leader with support from other staff</p>	<p>Cost of resources to promote understanding</p> <p>Parents reluctance for their child to be included</p>	<p>Greater understanding and respect for differences.</p> <p>The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training.</p>

Objective 3	Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition		
Actions	Who	Obstacles/Potential Issues	Evaluation
<p>Home visit by Attendance Worker & Safeguarding Lead. Information shared. In class teachers will select pupils to buddy/mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions</p>	<p>Safeguarding lead SENCO</p>	<p>Time for meetings. Parental Involvement</p>	<p>New pupils are supported and interventions put in place to ensure a positive transition to Kexborough Primary.</p>

Objective 4	To raise standards in Literacy and Numeracy for boys at GLD, so that it equals more the attainment of girls.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Audit current provision for teaching and learning, assessment, record keeping for boys.	HT	Phase meeting time to complete	
Introduce objective led planning to impact on boys in areas of provision.	Teachers TAs	Phase meeting time to implement, discuss and share ideas	
Improve the outdoor provision, which interests boys the most.	HT Teachers (planning for use of)	Money to spend on resources	
Staff CPD re boys and learning in EYFS (Phonics, objective led planning, how boys learn best)	HT	Time to free HT	
Improvement in resources for maths, to provide more challenge and open ended learning opportunities. Embed principles of the mastery approach to maths.	All staff	Money to spend on resources Time to implement and share ideas	
Introduce more challenging and effective reading and writing opportunities	HT Class Teacher	Money to spend on resources	
Ongoing internal and external moderation within the Trust for all staff.	Heads within the Trust	Time planned in to the Trust calendar to complete	
Involving parents more in school life	SLT	Time planned in for parents to support children more with their learning	

Objective 5	To ensure, as far as possible, that children are not disadvantaged, in the extent to which they can take a full part in school life, by their economic, social or health circumstances.		
Actions	Who	Obstacles/Potential Issues	Evaluation
<p>Establish a Nurture provision for in the morning / lunch time, where staff support children with additional needs and encourage healthy eating and good manners.</p> <p>Breakfast to be provided for the children, when necessary.</p> <p>Support to be given from staff to parents of children with more extreme needs (eg ASD, ADHS, PP chn etc).</p>	<p>SLT SENCO</p>		
<p>Consider ways of supporting parents to pay for school events and activities e.g. spread costs; support with partice payment (PP chn on residential etc).</p>	<p>HT Business Manager</p>		
<p>Consider ways of supporting children in accessing school events and trips, based on their health diagnosis etc and social needs.</p>	<p>Class teachers</p>		