St. Leonard's C.E. Primary - Equality Objectives 2024-2027

The Equalities Act 2010 states that all schools must publish specific and measurable equality objectives.

Our equality objectives are based on the identified needs of the school as set out in the School Development Plan.

We are committed to taking any necessary action to ensure there is equality across the school and that discrimination of any kind of disadvantage is eliminated.

We are constantly reviewing our practice to ensure that we meet all of our equality objectives.

R= Race	D= Disability	G= Gender	SO= Sexual Orientation	A= Age	RB= Religion or Belief

R	D	G	SO	A	RB	Objective	Action	Lead Responsibility	Timescale	Expected Outcomes
√	√	√	√	√	√	To make all staff aware of the Equality Policy and raise awareness of their responsibilities	Add updated Equality Policy and Objectives on school website.	Head Teacher	Termly	For all staff to know their statutory responsibilities in relation to Equalities.

R	D	G	SO	A	RB	Objective	Action	Lead Responsibility	Timescale	Expected Outcomes
							Regular agenda item at staff and SLT meetings			
√	√	√	√	√	√	To review all policies on a rolling programme to ensure they meet the requirements of the Equalities Act 2010	Collate a whole school list of statutory and non-statutory policies with review dates.	Head Teacher	Ongoing	For policies to meet requirements of the Equalities Act 2010 and due regard to equality when monitoring them.
√	√	√	√		√	To provide opportunities for all pupils to participate and benefit from extracurricular activities	Track and monitor vulnerable groups involved in extracurricular activities. School to fund 50% of clubs every term.	Office staff and School Business Manager	Termly	To target and encourage children from all social and cultural backgrounds to attend specific clubs.
	√					To promote positive attitudes to disability	School prayer references cultural diversity, ensuring inclusivity, dignity and respect.	SLT	Ongoing and annually linked through Collective Worship and PSHE themes	For all pupils to understand how life is the same as well as the challenges people with disabilities have.

R	D	G	SO	A	RB	Objective	Action	Lead Responsibility	Timescale	Expected Outcomes
							Reference to 2024 Para Olympics			Whole school value of respect for all. Whole school vision “Live life in all its fullness”
√	√	√				To identify trends in attainment and progress across the school	Attainment data to be regularly analysed in the PiXL calender. Core Group Meetings	Class teachers, Head Teacher and SLT	6 times a year	For any gap in attainment between specific groups/children to be identified and targets in place to address attainment and progress
√	√	√	√	√	√	All groups of pupils regularly attend school in line with National expectation	Pupils and parents are aware of the importance of attendance as a life skill. Parents reminded about attendance and punctuality through newsletters and given parenting contracts if their children are persistently late or absent. Weekly class winner, and stickers for pupils	SLT and teaching staff.		Attendance to be at least 96%

R	D	G	SO	A	RB	Objective	Action	Lead Responsibility	Timescale	Expected Outcomes
							with high attendance at the end of each term			
√	√	√	√	√	√	To promote anti-bullying throughout the school.	Anti-Bullying ambassadors Promoting 'STOP' acronym across the school from the Behaviour policy. Addressing through PHSE and class circle time	Head Teacher, SLT and all staff	Ongoing	Ensure all pupils are treated respectfully by their peers.