



# Castlemorton CE Primary School

## Academy Equality Objectives 2023 - 2027:

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Strand	Action	How the impact of the action will be monitored	Responsibility for implementation	Timeframe	Success indicators
All	Publish and promote the Equality Policy through the school website, newsletter and staff meetings.	Question about parent awareness of Equality Scheme raised at parents' forum.	Head of school	After Equality Plan is agreed by governing body	Staff are familiar with the principles of the Equality Policy and use them when planning lessons, creating class room displays...  Parents are aware of the Equality Policy
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	Head of school/ Governing body	Termly progress reviews	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
All	Ensure that the curriculum promotes role models that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.	Increase in pupils' participation, confidence and achievement levels	All teaching staff in lesson planning	Ongoing	Children identifying with range of positive role models from a range of groups.
All	Ensure that displays in classrooms and corridors promote diversity in terms of disability, race, gender and ethnicity.	Learning walks undertaken by SLT and staff Increase in pupil participation, confidence and positive identity	All teaching staff	Ongoing	Diversity reflected in school displays across all year groups.

All	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in Responsibility Groups, School Council, Sport Leaders, Gold book assemblies, fund raising, school events and activities...	Responsibility Groups, school council, sport leaders and other groups monitored by race, gender, disability	All teaching staff	Ongoing	Diversity in group membership.
All	To annually review and focus on our Vision Statement, values, underpinning philosophies and aims.	With all stakeholder groups- staff, governors, parents, pupils.	SLT	Annually	Reviewed and reflected in ethos.
Gender Equality Duty	To termly review registers and provision of Clubs and extra-curricular activities to ensure opportunity for all children.	Increased balance of participation	All staff	Termly	Increased participation of all groups at a range of clubs.
Disability Equality Duty	Disabled children can take part in all aspects of the curriculum, including educational visits and events; lunchtime activities; PE and assemblies.	Monitoring involvement of disabled pupils	SEN coordinator	Ongoing	Disabled children clearly taking part in all aspects of school life
Living in a diverse society	Continue to develop children's knowledge and understanding of multicultural aspects of modern Britain through visits to other faith's places of worship and studying about a range of cultures and beliefs.	RE assessments	Class Teachers	Ongoing	Increased awareness of different communities/faiths shown in RE assessments
Access	Ensure the school is fully accessible for those with disabilities. Consideration taken to split site and where possible improvement work will look at ways to improve access. See accessibility plan.	Ensure any person with a disability has been able to access all areas of the school.	Governing body	Ongoing	Provide examples in annual review of action plan