

Equality Objectives Policy

St. Michael's CE Primary Academy

Date Range: 2025/26 to 2027/28

1. Monitoring Achievement by Race, Gender, and Disability

Objective: Analyse achievement data by race, gender, and disability to identify trends and provide additional support.

Target Groups: EAL pupils, girls, boys, pupils with SEND, and those eligible for FSM.

Actions:

- Strengthen data collection and monitoring systems.
- SENCO to identify strategies and liaise with external agencies.

Responsible: Senior Leadership Team, SENCO, Governors.

Success Indicator: Narrowing achievement gaps for equality groups.

2. Improving Understanding of Diversity

Objective: Enhance awareness of diversity within school and the wider community.

Target Group: Whole school.

Actions:

- Deliver a robust RE syllabus focused on Christian faith and comparative religion.
- Use trips, visitors, and ICT to enrich RE teaching.
- Celebrate festivals from various faiths.
- Collaborate with Faith Belief Forum (FBF) to broaden pupils' experiences.

Responsible: Headteacher, all teaching staff.

Success Indicator: Increased awareness evidenced through planning annotations, pupil feedback, and questionnaires.

3. Promoting Understanding of Differences and Similarities

Objective: Foster appreciation of diversity in race, disability, and sexual orientation.

Target Group: Whole school.

Actions:

- Ensure displays and curriculum reflect diverse role models.
- Expand book collections to include varied family structures.
- Promote the theme "We are all different but that's OK."
- Implement the 'Jigsaw' scheme for Relationships Education.

Responsible: Headteacher, teaching staff, TAs.

Success Indicator: Greater diversity in displays and resources; positive feedback from learning walks, audits, and pupil interviews.