

**Regis Manor Primary School**

**Equality Objectives 2024 - 2025**



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 gathered through surveys, pupil and parent voice and a review of school curriculum areas. 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. This will happen twice a year in February as a mid year review and July as an end of year review.

Objective	Actions to be Taken	Lead Member(s) of Staff	Outcomes
<p><b>Promote understanding and respect for all using our school values both within our school and global community.</b></p>	<p>Identify opportunities for our values to be embedded within the curriculum</p> <p>To celebrate a range of festivals from a range of cultures and countries (for example Eid)</p> <p>Develop opportunities for children to explore their part in the global community and how they can contribute to this</p>	<p>SLT - termly</p> <p>Teaching Staff and SLT - termly</p> <p>Teaching Staff and SLT - termly</p>	<p>A curriculum embedded with wide opportunities which represents the richness of global cultures</p> <p>Greater understanding and respect for other cultures and beliefs throughout the school community</p> <p>The school ethos fosters respect of the diversity and multinationalism of the school and global community</p>
<p><b>Narrow the disadvantaged pupil (*) gap in KS2 so that a greater proportion of DA pupils finish KS2 with age expected outcomes</b></p>	<p>Workshops for pupils identified and let within school and using resources within the Trust/community</p> <p>Visitors invited in to share career paths and generate an excitement in learning</p> <p>Focused interventions identified and used as necessary</p>	<p>KS2 staff - led by DHT</p> <p>DHT</p> <p>All class teachers</p>	<p>Gap in expected outcomes at the end of KS2 is reduced</p>

<b>Maintain and extend opportunities for 'Pupil Voice' – creating a safe environment where pupils can speak about difficult / controversial issues</b>	Wellbeing and pupil voice sent weekly to pupils Introduction of friendship benches/area on the playground Inclusion of online surveys Adaptations made shared in assemblies with all children	SLT Mental Health Lead DHT SLT	Pupils feel the school is a 'listening school'
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\*Disadvantaged Pupils - The school defines this as children who are Pupil Premium/Free School Meals, children with SEN or looked after children