

**Single Equalities Scheme Objectives 2022 – 2026**

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| 1. **To ensure that our curriculum resources appropriately reflect the diverse society in which we live.**

**In this section, concerns regarding prejudice-related incidents/use of inappropriate language, discrimination, harassment or victimisation are identified and an outline of the procedures we have put in place to manage them.** |
| **Tasks** | **Success criteria** | **Success to date****May 2022** | **Success to date****May 2023** | **Success to date****May 2024** | **Success to date****May 2025** |
| * Subject leaders to be confident in articulating how diversity is threaded through their subject area.
* Provide enrichment opportunities to celebrate national and locally culturally significant events, special days, holidays that link to the curriculum being taught
* Ensure assembly calendar reflects multi-faith and multi-cultural celebrations

May 2024 ObjectiveTo ensure pupils understand why using certain language/words are inappropriate and are appropriately sanctioned if they are perpetrators; and they are supported if they are victims | Pupils are increasingly aware of the diversity of the country that they live in.Pupils are aware of the importance of inclusive behaviours and the feelings linked to belonging.The number of prejudice-related incidents of language will decrease (it is currently very low but should ideally be eliminated) | Enrichment activities completed by all year groups.Planned assemblies to explore and celebrate different cultures and world events.  | Subject leaders complete diversity objectives which encompass RE, PSHE, British values and the proud to belong. Weekly assemblies linked to the British values, protected characteristics, UN rights of the child. This also links to PSHE and whole school events such as the dance festival. The RE lead implements celebrating all events.Planned assemblies to explore and celebrate different cultures and world events. | Subject leaders have reviewed texts used within subject areas to reflect the diverse society in which we live in.Consideration is always given, as appropriate, to the range of ethnic diversity that we have at our school and thus reflected in our celebrations, assemblies and literaturePurchased No Outsiders and texts. |  |

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| **2.To produce and implement a Mental health and Well Being Strategy**  |
| **Tasks** | **Success criteria** | **Success to date****May 2022** | **Success to date****May 2023** | **Success to date****May 2024** | **Success to date****May 2025** |
| * [Develop](https://www.mentallyhealthyschools.org.uk/whole-school-approach/england/showcasing-activity-for-ofsted/) a whole-school approach to support mental health and wellbeing to encompass both staff and children.
* Promote ‘breadth and balance’ in the wider school curriculum, including using RSHE and other strategies to support social and emotional skills and broader mental health and wellbeing.
* Support the needs of particular groups or individual children/young people and their families, including pupils facing greater disadvantage who have [special educational needs and/or disabilities (SEND)](https://www.mentallyhealthyschools.org.uk/whole-school-approach/england/showcasing-activity-for-ofsted/),[looked after children](https://www.mentallyhealthyschools.org.uk/risks-and-protective-factors/vulnerable-children/looked-after-children/), those with [medical needs](https://www.mentallyhealthyschools.org.uk/risks-and-protective-factors/vulnerable-children/disability-and-illness/) and those with [mental health needs](https://www.mentallyhealthyschools.org.uk/mental-health-needs/).
* Effectively manage risks such as bullying and ‘discriminatory and prejudicial behaviour’.
 | Children actively engaged in activities to promote health and wellbeing.Improved staff morale, reduction in sickness rate related to stress and similar.Reduction in volume of referrals to external agency support as a result of in-house support generically available.Reduction in number of incidences linked to ‘discriminatory and prejudicial behaviour’ Schedule Children’s & Adults Mental Health Weeks | Increased volume of extra-curricular activities offered DSL will complete DfE funder Mental Health and Wellbeing Leadership training in June 22Adults planned for 2022 and Children’s for Feb23 | AssembliesPurchased SCARFMental health support workersWellbeing garden in planning6 strands curriculumSCARF for children and reduced workload for staff. EAP referral programme for staff. Introduced ELSAForest school sessionIn school activities resumed inviting parents into school Inclusion team working with parentsLanguage toolkit introduced  | Additional member of staff trained in mental health First aid2 trained ELSA’s now timetabled and supporting pupils.All years groups have received mental health workshops through MHST.Purchased No Outsiders and texts – to be whole school approach.Increased physical activity – clubs and organised events. Playground equipment purchased. |  |

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| 1. **Ensure staff have appropriate knowledge and training about good equalities practice to explore diversity, inclusion and belonging and how we support and encourage this.**
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| **Tasks** | **Success criteria** | **Success to date****May 2022** | **Success to date****May 2023** | **Success to date****May 2024** | **Success to date****May 2025** |
| * Provide CPD access to all staff to enable them to explore diversity, inclusion and belonging.
* Signpost opportunities for curriculum specific training for subject leaders and give time to embed new learning.
* Facilitate opportunities via staff meeting for key learning to be disseminated.
* Senior Leaders to attend training on Creating a Culturally Inclusive Community in School.
* Ensure that staff are equipped with appropriate resources to better address matters relating to diversity, inclusion and belonging.
* Ensure positive promotion of inclusivity messages to ensure all children feel confident to speak out/stay safe e.g. LGBTQ+
 | Staff have completed all required training and report that they feel increasingly confident in addressing matters relating to diversity, inclusion and belonging.Inclusive language being used more commonly as a result of conscious inclusive thought.All new staff have access to CPD relating to diversity, inclusion and belonging as part of their induction.All staff to access RADE (Rights, Diversity & Social Justice Education Team) | All staff have access to CPD from HIAS Senior Leaders are part of the Steering Group for Equality & Diversion | Conference booked for June 23 and debrief to all staffWeekly rota to disseminate training Staff HIAS Part of steering groupCovered in handbook and directed to policies Focus on protected characteristics in assemblies and PSHE | Purchased No Outsiders and texts – implement as whole school.Staff attended No Outsiders trainingEARA groupProtected Characteristics focus in assemblies |  |

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| 1. **Continue to ensure that all children achieve the best possible outcomes.**
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| **Tasks** | **Success criteria** | **Success to date****May 2022** | **Success to date****May 2023** | **Success to date****May 2024** | **Success to date****May 2025** |
| * Ensure vision for high quality teaching and learning.
* Ensure that staff foster high standards of the basics such as ; good attendance, punctuality and behaviour for learning as a pre-cursor to achievement.
* Continued effective use of resources (including the pupil premium) to ensure any identified gaps are closing over time.
* Continued effective use of targeted support and interventions to address individual needs.
 | Pupil achievement and progress remains broadly in line or above national averages for all pupils.The analysis of pupil group data does not identify significant variation in results.School attendance data does not identify significant variation in results. | Pupil progress meetings completed at end of term and used to inform bespoke interventions.1:1 tuition offered Engagement with Education Welfare for families at risk of becoming persistently absent.Total Communications delivered to support non-verbal pupils where required. | Staff training, performance management and governors monitoringAttendance lead meets LA to identify and support families area to improve- SEN and pupil premiumTraining of all staffPlanned pupil progress for intervention and tutoring. Bespoke learning monitored by pupil premium lead. Support staff working with identified need.  | Secured training for 24/25 in all curriculum areas.Intention to join Ormiston academy Trust.Development of AFL across subjects and pupil progress meetings.Attendance strategy in place. Attendance increased from same time previous year.Tuition continuing for all year groups. |  |