

**Equality and Diversity Policy
and Objectives Template Appendices**

**LAT039 Version 2 Updated September 2021**

Created by: W. Burbidge

Approved by: Trustees September 2021

Next Review: May 2025 - School Objectives to be set by Governors and Headteacher every 4 years and reviewed annually)

# Active Charnwood — Our Schools & Partners

# APPENDIX 1: Suggested format for equality objectives

|  |  |
| --- | --- |
| **School name:**  | Queniborough CE Primary School |
| **Date objectives were approved by the Headteacher and the Local Governing Body** | November 2023 |
| **Date of most recent review:** | November 2023 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Equality objectives – specific, measurable** | **Rationale** | **Links to other key documents** | **Progress over time** |
| **1** | **To continually consider how well the school ensures equality of opportunities and suitable adaptations for all pupils particularly those with special educational needs and/or disabilities.**  |  We want all pupils to access a good -quality curriculum with all learning opportunities adapted to the specific needs of our pupils. We currently have 24 pupils who are recorded as having SEND. These pupils have a range of complex needs including medical conditions, ASD, ADHD and physical disabilities. To achieve this objective we plan to: Review our curriculum to ensure that all pupils, including those with SEND can access the learning, Ensure that extra-curricular activities are accessible to all. Being rigorous in ensuring that pupils with SEND are involved in the pupil voice process.Reviewing our behaviour policy to ensure that this can be adapted effectively for children with specific needs,Improving communication between home and school for pupils with SEND. | QPS Accessibility policyQPS Anti – bullying policyQPS Behaviour policyLearn AT Exclusion PolicyQPS Inclusion PolicyQPS SEND policy |   |
| **2** | **To ensure disadvantaged pupils are given the support they need in order to make good progress across all areas of the curriculum** | We want all pupils, regardless of their family background, to have access to opportunities to learn and flourish within our school curriculum and extra – curricular activities.To achieve this objective we plan to: Use PPG funding for extra – curricular activities and school trips for eligible pupils. Monitor attainment and progress of disadvantaged pupils. Monitor access to home technology to ensure that disadvantaged pupils can access class homework activities. |  QPS Educational Visits PolicyQPS Inclusion Policy |   |
| **3** | ***To improve, knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity.*** |  We want all pupils at QPS to appreciate and value difference in themselves and others, showing confidence to celebrate their uniqueness and encourage other people to be happy to be themselves. We want our pupils to have an understanding and appreciation of different cultures, traditions and celebrations in both our school community and the wider community.  | QPS Curriculum PolicyQPS Inclusion Policy*QPS PSHE policy*QPS *SMSC policy**QPS Relationship and Sex Education policy*  | RSE policy reviewed by Helen Wright in September 2023October 2023: Time to Worship scheme focuses upon traditions and celebrations from a range of cultures with a focus upon difference and diversity. Whole school discussions within friendship groups. Everyone’s welcome training attended by Helen Wright. Everyone Welcome resources are used in all classes – a range of books are available and have been embedded into the PSHCE curriculum.October 2023: PSHCE scheme (Cambridge)is now embedded and sets out clear year group aims. Helen Wright to review impact of scheme and Everyone’s Welcome resources to evaluate the impact on children’s knowledge and attitudes. To be completed by April 2024October 2023: Year 5/6 focus on protected characteristics. |
| 4 | **To ensure all members of staff and governors involved in recruitment and selection are up – to date on equal opportunities and non – discrimination training requirements.** | We want to ensure that we recruit staff members fairly.  | *QPS Accessibility policy*QPS Anti – bullying policy | Educare system used for training SLT staff 2and governors 2022 – 2023.Governor Hub to be used to train governors 2023 – 24. Governor appointed to monitor training requirements |