

Equalities Objectives 2021 – 2024



Objective	Actions	Person(s) responsible	Monitoring	Outcome
To narrow the gap between pupils eligible for pupil premium funding and other pupils	Implement the pupil premium strategy	EG	Termly data-drop Book looks Learning walks Pupil conferencing Staff questionnaires	Diminished difference between children eligible for PP and non in RWM
To reduce prejudice related incidents and increase understanding of equality and diversity through careful planning of the curriculum	Effective delivery of Brighton and Hove PSHE scheme Effective delivery of Discovery RE across the school SLT use assemblies to share message of celebrating diversity	AH/KT/LC	Pupil conferencing Staff questionnaires Learning Walks Monitoring of lesson plans Curriculum design scrutiny	Increased awareness and empathy shown through pupil conferencing

<p>To ensure equality of opportunities for all pupils – Focus on SEND and PP</p>	<p>Tracking of access to activities for the development of cultural capital.</p> <p>Ensure all children have access to quality books so that they can build up a library of their own books.</p> <p>Ensure all children have access to online learning through devices so that they are able to access online learning and the school website to support homework and understanding</p> <p>Consult and involve those affected by inequality, in the decisions we take to promote equality and eliminate discrimination (affected people could include parents, pupils, staff and members of the local community)</p> <p>Ensure all pupils have access to and feel represented throughout the curriculum</p>	<p>EG</p>	<p>Governors</p>	<p>Increased attendance in extra-curricular activity for SEND and PP with all pupils attending at least one extra-curricular club per year.</p>
<p>A zero tolerance approach to all prejudice based incidents</p>	<p>Clear protocol of challenge, reporting and tracking for all prejudice based incidents Reporting to parents of any prejudice based incidents</p>	<p>SLT</p>	<p>Governors</p>	<p>Reduction of prejudice based incidents reported on CPOMs</p>

	<p>Additional learning mentor support for all children displaying prejudice behaviour</p> <p>Additional learning mentor support for any child who is the victim of prejudice based behaviour</p> <p>Consult and involve those affected by inequality, in the decisions we take to promote equality and eliminate discrimination (affected people could include parents, pupils, staff and members of the local community)</p>			
To promote disability equality	<p>Participate in Disability awareness week</p> <p>Ensure protocols and policies in place to allow access</p> <p>Link with adults within the community with a range of disabilities</p>		<p>Pupil conferencing</p> <p>Staff questionnaires</p> <p>Learning Walks</p> <p>Monitoring of lesson plans</p> <p>Curriculum design scrutiny</p>	100% of pupils with disabilities feel included and valued within the school community