



Equality Objectives 2022 – 2026

Great Harwood St. John's CE Primary School is committed to ensuring equality of provision throughout our school. There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Great Harwood St. John's CE Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people of different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Leadership Team and Governors at Great Harwood St. John's CE Primary School review the progress that we are making to meet our equality objectives with regard to protected groups under the Equality Act 2010.

Equality Objectives

At Great Harwood St. John's CE Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

<u>Objective</u>	<u>Actions</u>	<u>Support</u>	<u>Impact</u>
Close the attainment gap between disadvantaged children and non-disadvantaged children in reading.	Identify children at risk of not making appropriate progress and put in support. (Reading more in class and with support).	Pupil premium monies, intervention, pupil mentor, support for families. EHWB where necessary	Children's reading will improve overall – gap will be closed in reading – reading scores will improve across the school.

	DA pupils to be supported in class – pre teaching and intervention.		
Close the progress score gap between WBRI and APKN as seen in 2022 figures.	Identify children at risk of not making appropriate progress from KS1 to KS2.	Specialist advice and or tutoring (catch up funding).	APKN children will make equal or improved progress in line with WBRI and the school will begin to close the gap.
To reduce the number of reported incidents of using inappropriate language in school used in a derogatory manner – either in English or Urdu.	Continue to raise children’s awareness of treating each other with respect and equally. Identify times of day when words are most used and why. Have a no tolerance rule in school where children are aware of the consequences if they have used such language. Name calling to be addressed through PHSE	All staff to uphold no tolerance rule to name calling. Lessons PHSE, further develop knowledge of diversity CPOMs log of any incidents.	There will be a reduced number of incidents reported of children calling names and using any inappropriate names. Reports to governors will reduce. Links to CPOMs will reduce. (Things may increase initially but then decrease.)