



Equality Information and Objectives for 2021 - 2024

The Equality Act 2010 requires schools to publish specific and measurable equality objectives designed to protect discrimination against groups on the following basis – age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Our equality objectives are based on our analysis of data and other evidence. 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.

Diversity encompasses difference and at Bottisham Community Primary School, we value diversity. Differences are unique and specific to each individual, such as their age, gender, ethnicity, race, appearance, experiences, religion, beliefs, sexual orientation, accent, personality, background, place of birth etc.

Within Bottisham Community Primary School we acknowledge that everyone has a right to be treated fairly, feel safe and secure, and with the knowledge that any allegations of discrimination, harassment and victimisation will be taken seriously, and will be effectively dealt with using our systems and processes of investigating, logging, reporting and monitoring. This is our legal duty.

Equality Objective 1:
To ensure that outcomes for disadvantaged pupils are in line with or better than national (linked to SDP objective 1.2)
Specific Actions:
<ul style="list-style-type: none"> • Targeted use of Pupil Premium funding including a planned intervention programme to address barriers to learning (see Pupil Premium strategy statement) • Regular communication with parents and carers to inform teachers understanding of pupil home context • Pupil progress meetings led jointly by Assessment Lead and SENCo • Termly monitoring of disadvantaged pupils through Teaching and Learning Reviews
Success Outcome
<ul style="list-style-type: none"> • Evidence from pupil surveys shows that disadvantaged pupils enjoy school. • Teachers have a positive relationship with parents of disadvantaged pupils contributing to a good understanding of the barriers to learning. • Quality first teaching and interventions are used effectively to enable disadvantaged pupils to make accelerated progress.

Equality Objective 2
To ensure that all staff have a sound understanding of The Equality Act 2010 and their responsibility to implement it.
Specific Actions
<ul style="list-style-type: none"> • All staff undertake Equality & Diversity training. • Revisit at the start of each term to ensure that curriculum planning promotes diversity and equality.

- Review school external communications to ensure that it is representative of a wide range of backgrounds and does not discriminate against groups within protected characteristics.
- Further develop staff knowledge of specific issues relating to SEND through training

Success Outcome

- Staff surveys indicate that they feel confident to articulate their understanding of the Equality Act 2010
- Staff feel confident to deal with incidents of discriminatory behaviour and the school has a robust system for recording these in place.
- Provision for SEND pupils is effective and staff have a good understanding of how to meet their needs.

Equality Objective 3

To ensure that the curriculum promotes equality and protects against discrimination of the protected characteristics. (linked to SDP objective 1.3)

Specific Actions

- Continue to develop the curriculum to ensure that the barriers to learning for groups within the protected characteristics are removed
- Ensure broad representation of the contributions of significant individuals, both current and from history
- Plan regular opportunities for pupils to experience diversity through teaching and learning

Success Outcome

- Pupils' demonstrate appreciation of those from backgrounds that are different to their own.
- Planning promotes diversity within the curriculum and ensures positive representation from those of all backgrounds.
- Pupil work reflects a curriculum that is rich in cultural diversity.