



New Longton All Saints' C of E Primary School



Equality Objectives (2024-2027)

Overall Objective: To promote cultural understanding and develop strategies which support greater self-awareness for children and staff in order to challenge stereotypes and affect positive change in and out of school.

Target	Action	How the impact of the action taken will be monitored	Lead
Establish effective systems to communicate the school's equality duties	Disseminate the School Equality Plan and Equality Charter through the displays in school, school website, newsletter, staff meetings	Discussions with children (Pupil book study) Discussions with parents at Parents' Evening/ Surveys Staff survey	JM (Headteacher) NU (Deputy Headteacher)
Ensure that all pupils make progress including those in vulnerable groups and those with protected characteristics	As part of termly pupil progress meetings, monitor and analyse pupils' achievements by race, gender and disability (and other relevant vulnerable groups) and act on any trends or patterns in the data that require additional interventions and support.	Analyse assessment data to judge the success of the planned interventions and support.	JM (Headteacher) NU (Deputy Headteacher) Class teachers
To provide a planned and sequenced opportunities to discuss and learn about Equality, Diversity and Justice (EDJ) within our curriculum offer.	Continue the work from the previous academic year by including equality and diversity into our whole school curriculum both through planned enrichment activities (NLAS Enrichment Calendar), worship timetable and as part of day to day learning within all areas of the curriculum.	Subject Leaders will ensure coverage is accessible to all children. Pupil Book Study will be used to measure its impact over time. Opportunities to create cultural understanding and awareness of self will be planned into the curriculum.	JM (Headteacher) NU (Deputy Headteacher) Class teachers

Target	Action	How the impact of the action taken will be monitored	Lead
<p>To help our children to understand others and value diversity</p>	<p>Ensure the teaching resources (particularly books used in school) reflect diversity in terms of race, sexual orientation, religion, gender and disability.</p> <p>Ensure that there are opportunities to discuss diversity within the PSHE curriculum</p> <p>Ensure that our Christian values underpinning the school's ethos are actively promoted by all staff, governors, volunteers and visitors.</p> <p>Ensure the All Saints' Way is used as a vehicle for positive change and tolerance</p>	<p>Pupil discussion will show the pupils in school will have a wider experience of a divergent society and can articulate the importance of equality and need for a diverse world and are able to live out those values.</p> <p>Subject leaders, SLT and class teachers provide context to help children develop their awareness of EDJ</p>	<p>JM (Headteacher)</p> <p>NU (Deputy Headteacher)</p> <p>Class teachers</p>
<p>To ensure the school's environment promotes inclusion and diversity</p>	<p>Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, ethnicity, sexual orientation, religion and disability</p> <p>Invite BDBE advisers into school to support school and staff in creating a more inclusive environment.</p>	<p>As part of pupil voice activities monitor pupils' responses to the school environment.</p> <p>Return visit by adviser to evidence improvement/ impact.</p>	<p>JM (Headteacher)</p> <p>NU (Deputy Headteacher)</p>