

Equality Objectives

21-23

Approved by: Teaching and Learning

Date: July 2021

Review date: July 2023



Knowledge



Spark



Humanity



Grit



Team

Clapgate's Equality Objectives- June 20

Objective 1- Improve outcomes for our SEND pupils through further CPD for all classroom staff, monitoring and feedback on provision, improved tracking and target setting.

Why we have chosen this objective:

We will begin to increase the access to the curriculum for all pupils and ensure that children with SEND make expected or better progress in line with other children in school. We also want to ensure a fully inclusive provision for all pupils that support the children to reach their potential, no matter what their differences/needs. Through training we will develop the skills of all staff in assessing, planning and delivering a curriculum/provision that meets the needs of all pupils.

To achieve this objective, we plan to:

- Provide CPD for teaching staff covering a range of relevant subjects e.g., assessment, dyslexia, trauma.
- Monitor classroom provision for SEN children.
- Feedback to staff and support in developing the quality of provision.
- Use Provision Map to store all SEN information.
- Monitor interventions, including baseline and post assessments.
- Provide training to ensure all teachers have a sound understanding of the graduated approach and their role in it.
- Develop the use of B Squared in school to assess and track progress of children with special educational needs.
- Continue to develop the use of the Boxall Profile to assess children with SEMH
- Use the Autism progression framework to assess progress for children with Autism
- Ensure a number of staff are skilled in using standardized tests for reading and spelling to provide accurate baselines

Progress we are making towards achieving this objective:

- Continually developing use of Provision Map
- CPD for staff, including TAs has already started to address some of the areas mentioned above, e.g. Dyslexia, Working with TAs
- Use of Boxall profile to assess children with SEMH
- Training of TAs to deliver interventions and assessments
- Breaking Barriers Numicon lessons with a key focus of replacing KS1 maths lessons

Objective 2 -Further promote cultural and religious understanding through visits to a range of religious places of worship including a church, mosque, gurdwara and synagogue.

Why we have chosen this objective:

We aim to give the children at Clapgate opportunities to develop their awareness of the wider world and to learn that there are many different beliefs both within religions and other world views. We believe that it is essential that children have opportunities to visit places of worship and meet a variety of people of faith throughout their education with us. Through visits and visitors, we will broaden children's understanding of faiths, communities and the world. This will enable us to create a dialogue with a wide variety of people to enrich the children's understanding and create a curriculum that is respectful and that develops a deeper awareness. We want the children to know about the similarities and differences between faiths, but our ultimate aim is for the children to see the commonality between everyone.

To achieve this objective, we plan to:

- Follow the Leeds Agreed Syllabus for RE
- Use the RE Hub scheme of work from Reception to Year 6
- Ensure that there is a wide understanding that each religion can be lived in many different ways
- Ensure that the representations that we show are not stereotypical but provide diversity within each religion
- Teach the belief behind the practice to give it the meaning it holds to believers.
- Visit churches, mosques, gurdwaras and synagogues so that by Y6 children have visited all these places of worship at least once
- Invite visitors from the four main religions that we teach about (Christianity, Islam, Judaism and Sikhism) and people with other world views (such as Humanists) into school during specific RE lessons to deepen children's knowledge on particular subjects. Each year group to have at least one visitor a year
- Invite visitors from different faiths to a multi-faith discussion panel where children can ask questions and see different religious visitors discuss these

Progress we are making towards achieving this objective:

- Ensuring we follow the LAS from September 2020
- Using the RE Hub scheme of work from September 2020
- We are currently working towards our SMSC quality mark

Objective 3 - Ensure that our curriculum celebrates diversity and encourages children to challenge racism and racial inequalities.

Why we have chosen this objective:

We want to broaden children's awareness of the range of different ethnic groups that exist in Britain and the world, and to learn about the contributions that have been made in the past and present by people of different ethnic origins. We want them to be well informed, respectful, and able to challenge stereotypes. We also want them to understand that racism is wrong and be able to challenge racist attitudes and racial discrimination. This will enable every child to recognise themselves in our curriculum and our resources, whatever their ethnic background. We want to promote diversity in the classroom and ensure we are creating an inclusive classroom environment.

To achieve this objective, we plan to:

- Begin to audit subjects (starting with literacy and then history) to ensure that they reflect positive contributions of multiculturalism through history and contemporary society
- Review book choices and characters in literacy
- Ensure library books reflect diversity
- Look at history and developing Black History Month so that this is integrated, where possible, into lessons throughout the year
- Embed key people/characters that are non-white in each year group's curriculum to ensure coverage
- Ensure that our curriculum is responsive to current events relating to racial injustices in the UK and around the world (e.g. Black Lives Matter)
- Ensure our curriculum teaches children about racial injustices in the past and how the world has progressed
- Teach children relevant vocabulary ensuring coverage of similarities and differences (racism, tolerance, intolerance, British values, discrimination, prejudice, anti-racism, diversity)
- Teach the variations the racism
- Celebrate diversity day (21st May)
- Monitor evidence that diversity is shared through the school website
- Talk openly about different ethnic groups and celebrate the similarities and differences
- To create a diverse cultural display, showcasing achievements.
- Knowing who to go to when you have witnessed or been a victim of racial abuse
- To actively challenge and discuss different forms of racism

Progress we are making towards achieving this subject:

- In 2020 we celebrated Black History Month as a school, with a whole day promoted to researching and celebrating key people in history
- We have begun the process of auditing our current curriculum and text types
- We are currently working towards our SMSC quality mark
- Planning to lead a whole- school approach and discussion