

Haresfield Primary School

Trusting in God, together we live, learn and grow.

Equality Objectives Implementation 2025 ~ 2027

Objective 1	To further develop the accessibility of information relating to school life for parents/carers with difficulties accessing written language (e.g., parents/carers with EAL, SpLD etc.)		
Actions	Who	Obstacles/Potential Issues	Evaluation
Speak to parents/carers with additional needs e.g. EAL, SpLD to further clarify issues faced and identify possible ways to make information more accessible.	Headteacher Mrs Buckle (admin staff) SENCO Classteachers	Identifying parents/carers with such needs in order to consult them	Conversations happen incidentally with parent / carers, we use google translate if needed
Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents/carers. Ensure that language used in school publications is as straight forward as possible.	Headteacher SLT Admin	Potential cost of providing different formats Staff time to prepare alternative formats	Conversations happen incidentally with parent / carers, we use google translate if needed
Encourage parents/carers with difficulties accessing written English to make themselves known to school so that support can be provided e.g. parents/carers signing up for Class dojo so that they can use text to speech software.	Headteacher SLT Admin	Reluctance of parents/cares to approach school about this	Head / SENCo are aware of parents who struggle with literacy skills and make arrangements to support with form filling and letters sent home. Parents are asked if they require support.

Objective 2	To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children's awareness of the multicultural world in which they live.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Invite people from other cultures into school to provide the children with 'rich and real' experiences of different faiths/cultures and religious backgrounds	RE Leader SLT	Cost implications	Year group have experience visitors from different faiths and backgrounds Visit Mosque Visit Hindu temple
Plan Interfaith/Cultural Weeks to raise children's awareness of different religions/cultures and look at ways of engaging parents/carers in this.	RE Curriculum Leader with support from other staff	Cost implications for Subject Leader Time	Assemblies are planned throughout the year to highlight and educate pupils about different religions and cultures. (Picture news) Information is shared through Class dojo , Hindu Holi festival (throwing paint) was planned but weather postponed this.
Develop links with a school, or schools, internationally to provide children with an opportunity to engage with children from other cultures	Head with support from other staff	Relies on willingness of partner school(s) to engage	Previous links have been formed with a school in Nepal but this has slipped due to staff movement

Objective 3	To raise aspirations among children and parents/carers and raise awareness of a career options for all children, challenging gender stereotypes.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Inviting parents/carers, individuals, companies and organisations into school to speak with the children about their roles/career	PHSE Leader	Willing participants due to their work commitments	Visitors into reception class – this needs to be extended across the school.
Plan a series of assemblies focusing on aspiration through the academic year	Head Teacher	None identified	Assemblies are planned throughout the year to highlight and educate pupils about different religions and cultures. (Picture News resource)
Plan and deliver a series of Circle Time sessions focusing on aspirations and the future – record in big questions book to share across the school.	Class Teachers	Class teachers may need support to identify appropriate resources	
Work with the local community and local secondary schools to provide children with opportunities to engage with and understand the next steps in their education. Arrange for children to experience 'taster days' with different secondary schools	Head teacher Class teacher	Travel costs Availability of secondary schools to support	Children worked with the Crypt School on Science projects. Maidenhill school students came to work with Y5/Y6 on statistics project. Summer projects established with SVS

Objective 4	To improve the provision and achievement for identified groups of pupils to close any gaps between them and their peers: Disadvantaged, EAL, SEND and any other group identified as with a protected characteristic.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Ensure pupil premium strategy identifies correct actions and is evaluated. See pupil premium strategy	Head Teacher SLT Governing Body	None identified	See PP strategy
Develop and implement innovative strategies and high quality first teaching informed by research practice.	Head Teacher	Cost implication – cover time for CPD	
Identify areas of development to be addressed through CPD and hub support	Head teacher SLT	Time to embed CPD at staff meetings to ensure maximum attainment and progress, Monitoring time	Observations, learning walks, book scrutiny and pupil conference regularly happen in school with feedback provided to staff.
Sharing of best practice across school and across the hub, team teaching, visiting other settings	All staff	Cost implication for supply	Hub CPD meetings where staff work with other professionals in their phase to share good practice and gather new ideas
Computing to be used effectively to engage and stimulate all children (especially boys) as an effective hook for learning. I pads, visualisers, websites	All staff	Cost of resources	Visualisers bought for each class. New set of ipads purchased Apps installed by Prestantia.