

Equality Objectives

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Park Street Church of England Primary School

Equality Objectives

1. Accessibility Plan

Why we have chosen this objective: We are currently in the process of designing some changes to the premises in order to improve security. We need to ensure that accessibility is enhanced where possible, or, at the very least, not further compromised by the development.

To achieve this objective we plan to: Carry out an accessibility audit to be covered in the Accessibility Plan and ensure DDA is covered with new development.

Date to achieve: end Summer term 2019 and ongoing

Progress we are making towards this objective:

- Summer 2019: Raised requirement with development
- Autumn 2019: Step-free access created in new front office entrance
- Autumn 2020: Accessibility Plan created
- Summer 2021: New potential developments have been challenged to improve accessibility.
- Autumn 2021: Reviewed possibilities for disabled toilet facilities with building improvement advisor. Potential in KS1 girl's toilet.

2. Engender awareness

Why we have chosen this objective: In order to ensure that everyone understands both their legal obligations and promotes the Christian ethos of the school, the policy needs to be understood and actioned by all.

To achieve this objective we plan to: Audit the current induction processes for governors and staff and amend as necessary to ensure the Equality and Inclusion Policy is covered. Ensure that it is on the agenda for consideration at appropriate meetings of staff and governors.

Date to achieve: 4th Sept 2019 (audit & inclusion). Ongoing for agendas.

Progress we are making towards this objective:

- Spring 2020: Added to the governor induction checklist
- Autumn 2020: Added to the staff induction checklist
- Summer 2021: Compliance section added to governor agendas

3. Promote understanding and respect for differences

Why we have chosen this objective: As a Church of England School, we value all of God's children, and celebrate 'life in all its fullness'.

To achieve this objective we plan to: Identify opportunities in the curriculum to look at other countries/cultures, and study famous people in a way that celebrates diversity. We can use collective worship to celebrate festivals from a range of cultures and countries. We can use the diversity of the pupils and their parents to understand different cultures.

Date to achieve: Ongoing.

Progress we are making towards this objective:

- Autumn 2019 on: Festivals from other cultures marked at school
- Autumn 2020: Subscribed to CCC PSHE service
- Summer 2021: Pupils from other faiths have led sessions on those faiths
- Autumn 2021: Extended Cambs PSHE with other faith information
- Autumn 2022: Suggestions to renew International Day

4. Narrow the Pupil Premium gap in Reading, Writing and Maths in all year groups

Why we have chosen this objective: We wish to ensure that all pupils achieve their potential, irrespective of their background.

To achieve this objective we plan to: Monitor the achievement of Pupil Premium pupils, and plan and deliver interventions to address gaps in learning by ongoing assessment.

Date to achieve: end of summer term 2023

Progress we are making towards this objective:

- Autumn 2020: Post-Covid assessments are underway to identify additional needs and plans will be put in place to address
- Autumn 2021: Further Post-Covid Assessments have taken place and plans in place to use additional funding to allow catch-up
- Summer 2022: Further assessments have taken place to identify gaps. Learning Ladders beginning to be used as standard to help identify gaps, so plans can be made to close them.
- Summer 2023: GL Assessments being used to assist in identifying and targeting those requiring support.