



Spring Bank Primary School

Equality Objectives Statement

Spring Bank Primary School is committed to advancing equality and promoting respect for difference and diversity in everything that we do. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

Objective	What actions are needed?	Who is responsible?	When will it be completed by?	How will we measure effectiveness?
Diminish the difference				
Close the attainment gap between pupils in receipt of pupil premium and those who are not.	<ul style="list-style-type: none"> • Quick identification of barriers to learning through termly progress meetings and clear provision mapping. • Swift intervention for children who need to catch up through catch up tutoring and intervention programmes. • Use of school Speech and Language Therapist to address barriers to achievement through speech programmes. 	All teachers	Ongoing, but monitored on a termly basis.	Gap between disadvantaged and non-disadvantaged will be diminishing over time.

Eliminate discrimination				
Ensure more children know the protected characteristics.	<ul style="list-style-type: none"> Teachers to deliver new long-term plans for RSE with a more detailed focus on the protected characteristics. Staff who lead assemblies to refer to the protected characteristics regularly where appropriate. 	All teachers	July 2025	Children show they understand the protected characteristics in pupil discussion.
Inclusion of SEND children with SEMH and health needs.			Ongoing	
Continue to ensure awareness and understanding amongst staff of pupils who have a SEND.	<ul style="list-style-type: none"> Team Teach Level 1 training for all staff. Stars Level 1 training or new support staff to school. New SEND folders in each classroom to alert new staff/Supply to individual children's healthcare needs and any SEND. New medical policy in place to support pupils with a medical need. 	All staff	July 2025	Staff can use team teach to ensure pupils are safe and exclusions are reduced. All staff can articulate a child's needs.
Promote equality of opportunity for all staff				
Staff with a protected characteristic are supported well in the workplace.	<ul style="list-style-type: none"> Ensure staff with a protected characteristic are identified and appropriate support is in place to advance equality of opportunity for all through wellbeing and support plans (WASP) 	Headteacher	April 2025	Reduction in absenteeism due to detailed WASPS in place.
Promote respect for other faiths and cultures				
Children have a good understanding of the cultures and faiths represented in the school.	<ul style="list-style-type: none"> Celebrate the different languages and cultures in the school through community events e.g. Day of Languages. 	Languages Lead RE Lead Teachers	July 2025	Positive interactions between children in school. Children can talk about new cultures e.g. Ukraine.

	<ul style="list-style-type: none"> ● Reintroduce visits to the different places of worship linked to RE which were disrupted due to COVID 19. ● EAL support for school through the LEA to ensure the needs of pupils new to English are met with targeted support for pupils on the government settlement scheme for Ukraine. 			
Equalities in Admissions and Exclusions				
Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.				
Values and Beliefs				
We are an inclusive school where pupils, parents, staff and governors work in partnership to meet the needs of the community. We celebrate the positive contribution made by all groups.	<p>We believe that members of our school should:</p> <ul style="list-style-type: none"> ● Have an entitlement to a quality education within a safe learning environment; ● have access to a broad, balanced and challenging curriculum; ● enjoy learning, achieve high standards and reach their potential; ● be taught and supported by skilled and motivated staff; ● be valued, respected and treated fairly; ● show tolerance and respect towards others; ● receive praise and encouragement and grow in confidence; ● be responsible for their own learning and behaviour; 			

	<ul style="list-style-type: none">• understand the need for good personal relationships and healthy living;• have access to a full range of extended services including childcare, family learning, study support and an out of hours programme of sports and art activities;• be enabled to make a positive contribution to the community and the wider world.			
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This LGB Equality Objectives Statement was adopted by Spring Bank Primary School on 01/02/2023

Chair of Governors – Mr L Arnell	
Signature:	
Frequency of review:	2 years
To be reviewed and approved by:	Spring Bank Primary School Local Governing Board
Date of next review:	February 2027

REVIEW RECORD

Date of review	Reason for review	Date of next review
06/02/2025	Agreed review schedule.	February 2027

Name:		Signature:	
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On behalf of SBPS Full Board

Date of review	Reason for review	Date of next review

Name:		Signature:	
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On behalf of SBPS Full Board