



Spring Bank Primary School Equality Objectives Statement

Spring Bank Primary 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.

Objectives	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	July 2023	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 2023	Children show they understand the protected characteristics in pupil discussion.

Inclusion of SEND children with SEMH and health needs.				
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 2023	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	July 2023	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 eg. Day of Languages • 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. 	Languages Lead RE Lead Teachers	July 2023	Positive interactions between children in school. Children can talk about new cultures eg. Ukraine.