



Together We learn, Together We Achieve

Equalities Objectives 2022-2025

Objective 1: To challenge disrespect or bullying regarding the protected characteristics of age, gender reassignment, marriage, pregnancy, disability, race, religion, sex or sexual orientation; and regarding those characteristics related to special educational need and physical appearance.

Why We Have Chosen This Objective:

To ensure our school community understands that we live in a diverse country; a country that recognises, tolerates and celebrates different groups of people.

To promote the celebration of diversity within our community.

To Achieve This Objective We Plan To:

- Proactively challenge any disrespectful behaviours within our that are motivated by prejudice of any kind.
- Ensure accurate record keeping and reporting of all prejudiced /bullying incidents to governors and the local education authority as required.
- Ensure that knowledge and understanding of all elements cultural diversity is promoted through our curriculum.

Progress We Are Making Toward this Objective:

- Reviewed an updated our Anti-Bullying Policy with the engagement of pupils and stakeholders.
- Train staff in recognising and dealing with (including whistle blowing) on ant disrespectful behaviours
- Promoted Anti-Bullying Week and acts of kindness via key texts eg 'How Full Is Your Bucket?'
- Reviewed our Curriculum Policy to ensure that Diversity and Community are central drivers in the personalisation of our curriculum.
- Celebrated diverse cultural events via assemblies and our RE curriculum.
- Promoted greater understanding of diversity and individual choice via our PSHE curriculum.
- Beginning to audit of book and physical resources to ensure greater diversity representation.

Objective 2: To promote equality of access and improved outcomes for pupils from disadvantaged backgrounds

Why We Have Chosen This Objective:

To provide a sustained positive approach to countering the negative impacts of disadvantage on our most vulnerable pupils.

To Achieve This Objective We Plan To:

Working towards our 3 year Pupil Premium Strategy, focussing on the following targets

1. Improving vocabulary and oracy
- 2-4. Improving phonics, reading and maths outcomes
5. Improving behaviour
6. Improving attendance

Progress We Are Making Toward this Objective:

1. Selected pupils in YR + Y1 are working effectively on NELI intervention programme.
Developing/prioritising/monitoring the teaching of Tier 2 and Tier 3 vocabulary across all curriculum subjects.

- 2-4. Providing high quality first teaching to all groups of pupils.
Providing School led tutoring + targeted adult intervention to selected pupils
5. Supporting disadvantaged pupils to experience success in all elements of social development as required.
6. Regular attendance reviews, with specific focus on disadvantaged pupils. Proactive engagement with families to monitor and improve attendance

Objective 3: To support and promote positive mental health for all within the school community.

Why We Have Chosen This Objective:

To emphasise the Rusper Primary commitment to positive growth, development, mental health and wellbeing in line with national priorities at this current time.

In recognition that poor mental health has far reaching negative impacts on the development and performance of pupils and staff.

To Achieve This Objective We Plan To:

- Maintain our whole school nurturing approach
- Train and deploy a school mental health lead
- Ensure teachers promote pupil voice and positive engagement with learning
- Seek and monitor regular mental health assessments for all
- Provide avenues of targeted adult support for all

Progress We Are Making Toward this Objective:

- ELSA Mental Health lead training undertaken
- Assessments in the form of pupil and staff well-being questionnaires undertaken
- Pupil referral systems put in place for teachers to use
- Learning Mentor, ELSA, Time to Talk and Fegans Counselling interventions provided for targeted pupils
- Wellbeing staff meeting undertaken to respond to staff concerns raised.