



Equality Objectives 2024-2025

Our priority is to ensure that everyone reaches their brightest potential, treating all people with dignity and respect, and recognising the value of each. We will ensure equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of children and young people in our school as set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity.

Based on the information provided, the following equality objectives are proposed for Malvern Wells CE Primary School:

Objective 1: Advance equality of opportunity between children who share a protected characteristic and those who do not

Rationale: The school data shows that there are gaps in progress and achievement between different groups of children, particularly disadvantaged children and those with SEND. This objective will help the school to identify and address these gaps.

Objective 2: Foster good relations across all characteristics - between children who share a protected characteristic and those who do not

Rationale: The school context indicates that it has a relatively homogeneous population, with low numbers of children with EAL and a mono-cultural environment. This objective will help the school to ensure that children are exposed to and develop an understanding of diversity that is reflective of modern Britain.



Action Plan

Objective 1: Advance equality of opportunity between children who share a protected characteristic and those who do not

Actions:

- Analyse school data to identify gaps in progress and achievement between different groups of children
- Implement targeted interventions and support for children who are underperforming, particularly disadvantaged children and those with SEND
- Ensure that the curriculum and teaching methods are inclusive and accessible for all children
- Provide training for staff on meeting the needs of children with SEND and other protected characteristics

Person responsible: SENCO, Curriculum Lead

Resources needed: Staff training budget, intervention resources, time for data analysis and curriculum review

Time frame: 1 year

Success criteria:

- Gaps in progress and achievement between different groups of children are narrowed
- Targeted interventions and support are in place and effective
- Curriculum and teaching methods are inclusive and accessible for all children
- Staff have received training on meeting the needs of children with SEND and other protected characteristics

Objective 2: Foster good relations across all characteristics - between children who share a protected characteristic and those who do not

Actions:

- Review the school's curriculum and resources to ensure that they reflect and celebrate diversity
- Organise events and activities that promote understanding and appreciation of different cultures, religions, and backgrounds
- Encourage and facilitate opportunities for children to interact with and learn from those with different characteristics



- Provide training for staff on promoting diversity and inclusion within the school community

Person responsible: PSHE Lead, RE Lead

Resources needed: Curriculum resources, budget for events and activities, staff training budget

Time frame: 1 year

Success criteria:

- Curriculum and resources reflect and celebrate diversity
- Successful events and activities that promote understanding and appreciation of different cultures, religions, and backgrounds
- Increased opportunities for children to interact with and learn from those with different characteristics
- Staff have received training on promoting diversity and inclusion

Child-Friendly Objectives

1. We will help all children do their best in their learning, no matter what their needs are or where they come from.
2. We will learn about and celebrate the different cultures, religions, and backgrounds of all the children in our school.

Impact Statement

The successful completion of these equality objectives at Malvern Wells CE Primary School will have a significant positive impact on the school community. By eliminating any discrimination and fostering good relations, the school will create a more inclusive and welcoming environment where all children feel valued and respected, regardless of their protected characteristics. The targeted support and interventions to advance equality of opportunity will help to close the gaps in progress and achievement, ensuring that all children have the opportunity to reach their full potential. The increased focus on diversity and inclusion within the curriculum and school community will broaden the children's understanding and appreciation of the world around them, preparing them to be responsible and engaged citizens in modern Britain.