



Equality Objectives 2020 - 2023

This policy was reviewed by: S Duckett
This policy was adopted by the Governing Body in January 2023

“For learning, smiling and remembering”

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Public Sector Equality Duty, Disability Equality Duty (2005) and Equality Act (2010)

Avondale is committed to meeting its public sector equality duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our school and within our wider community;
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
- The Leadership Team and Governors of the school review the progress we are making to meet our equality objectives with regard to the protected groups **(race including colour, nationality ethnic or national origin, disability, gender/sex, gender reassignment, age, pregnancy and maternity, marital status – marriage and civil partnership, sexual orientation and religion and belief)**

under the Equality Act (2010).

Objectives are based on following sources:

- Feedback from parent questionnaires, parents’ evenings
- Input from staff surveys and through staff meetings/ INSET
- Feedback from school council and PSHE lessons
- Issues raised in annual reviews of progression individual education plans, provision maps
- Feedback at governor meetings
- Information gained from remote learning analysis
- Information from attendance records and attainment and progress records

Equality Objectives:

Avondale is committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

Equality Objectives	Monitored by	Progress we are making towards this target
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<p>Objective 1: To monitor and analyse pupil achievement by race, gender, pupil premium status and special educational need, or disability and act on any trends or patterns in the data that require additional support for pupils.</p>	<p>Head teacher/SLT/Middle leaders - data trends</p> <p>Head teacher and Pupil Premium Lead with a focus on FSM & PP pupils and boy/girl trends</p> <p>LEA</p>	<ul style="list-style-type: none"> • Pupil progress analysed termly at pupil progress meetings, focusing on individual progress of vulnerable individuals. • Regular analysis of progress of vulnerable groups (EAL, Gender, FSM, PP, SEND, Disadvantaged, other) by senior leaders. • Use of FFT to support with assessment tracking, through filtering of key groups. • Subject leaders ensure equality of offer within individual subjects. • Data used to ensure that all pupils are receiving a broad, balanced and challenging curriculum. • Increased awareness and inclusion of all gender groups in all subjects. • Termly 'Middle Leaders' meetings - trends discussed from pupil progress meetings • Pupil Premium lead allocated specific monitoring time • Pupil Premium children have focused intervention in the afternoons • SENCO allocated time for monitoring • Reading lead ensures there is a good balance of texts across school – varying in ethnicities and cultures • Carefully considered intervention programmes • Targeted tuition – pupil premium led
<p>Objective 2: To deliver a broad and balanced curriculum, that provides opportunities for all pupils to achieve the highest standards of education, using specialist programmes and dedicated resources to support pupils who need it the most.</p>	<p>Head teacher, SLT and Curriculum Lead and subject leaders for evidence of broad and balanced curriculum</p> <p>LEA</p>	<ul style="list-style-type: none"> • Curriculum Lead ensures curriculum is broad and balanced which links with both National Curriculum and needs of our school • Outside agencies used to deliver assemblies i.e. Leanne Romney, Prevent, Blackburn Rovers, Money Matters. • Use of outside charities to raise funds for equipment needed e.g. drum kit • We deliver a programme of assemblies, outside visitors and educational trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics. • Specific SEND section in all curriculum policies detailing how children with SEND will be supported • Participation in Autism Project • External verification by Local Authority and 'External Advisors'.
<p>Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement. We will aim to raise</p>	<p>Head teacher, SLT and PWB for parental engagement, attendance improvement in aspirations</p>	<ul style="list-style-type: none"> • Parent and child phonics workshops • Parent and child 'infant library' workshops • Parent SATs workshops • Reading workshops • Themed day visits - parents invited once per term to share learning • 'Meet the Teacher' meetings

<p>aspirations among children and parents and raise awareness of career options for all children, challenging gender stereotypes.</p>		<ul style="list-style-type: none"> • SLT on playground daily in the mornings • Student leadership levels in school accessible to all pupils e.g. School Councillors, Eco-Councillors, House Captains, Seeds and Gardeners, Digital Leaders. • Enrichment clubs accessible to all pupils – this is monitored and specific children targeted where necessary. • Close links with secondary schools – school visits throughout the year, secondary teachers also visiting school to deliver lessons • PSHE lessons on challenging gender stereotypes • PSHE unit of work for all year groups – ‘Dreams and Goals’ • ‘Picture News’, used weekly detailing a weekly news story and highlighting a particular protected characteristic • PWB co-ordinator to support families when needed • Links with Voice 21 Project – increasing oracy skills – direct link with improved job opportunities • Oracy Teacher – Paul Simpson delivering bespoke speaking and listening sessions to all classes • Offer of wide range of clubs covering a variety of subjects – sporting, musical, craft, oracy, digital leaders • Music Teacher – singing, violin sessions, private music lessons – drums, guitar, violin • Links with Halle Orchestra • Sporting teams - boys/girls football/netball teams, • Parental Survey • Remote Learning Survey • Homework consultation with parents • Participation in Autism Project • Attendance review weekly by attendance officer – policy followed •
<p>Objective 4: To improve the teaching of Relationships and Health Education, ensuring children have a greater understanding of objectives set out in the planned curriculum and are well prepared for modern British society today.</p>	<p>Headteacher, SLT, PWB and PSHCE co-ordinator for understanding of RSE and Health Education objectives</p>	<ul style="list-style-type: none"> • Staff training on RHE by PSHE lead • Purchase of specific resources to support delivery of RHE • Attendance at termly network meeting by PSHE Lead – information disseminated to staff accordingly • Initial consultation with parents regarding SRE • Website fully compliant and up to date including relevant objectives taught. • Monitoring time given to PSHE lead and SLT in order to monitor RHE and Avondale Adventure.

In Summary:

Objective 1: To monitor and analyse pupil achievement by race, gender, pupil premium status and special educational need, or disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To deliver a broad and balanced curriculum, that provides opportunities for all pupils to achieve the highest standards of education, using specialist programmes and dedicated resources to support pupils who need it the most. We will deliver a programme of assemblies, outside visitors and educational trips to promote the ethos of equality to pupils and help pupils develop good relationships with people of different characteristics.

Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement. We will aim to raise aspirations among children and parents and raise awareness of career options for all children, challenging gender stereotypes.

Objective 4: To improve the teaching of Relationships and Health Education, ensuring children have a greater understanding of objectives set out in the planned curriculum and are well prepared for modern British society today.

These objectives are reviewed annually by the governing body and SLT in the summer term.

- To be monitored by the Headteacher/SLT/Middle leaders for data trends (**objective 1**).
- To be monitored by the Headteacher and Pupil Premium Lead with a focus on FSM & PP pupils and boy/girl trends (**objective 1**).
- To be monitored by the Headteacher, SLT and Curriculum Lead and subject leaders for evidence of broad ad balanced curriculum (**objective 2**).
- To be monitored by the Headteacher, SLT and PWB for parental engagement, attendance improvement in aspirations (**objective 3**).
- To be monitored by the Headteacher, SLT, PWB and PSHCE co-ordinator for understanding of RSE and Health education objectives (**objective 4**).

Reviewed January 2023