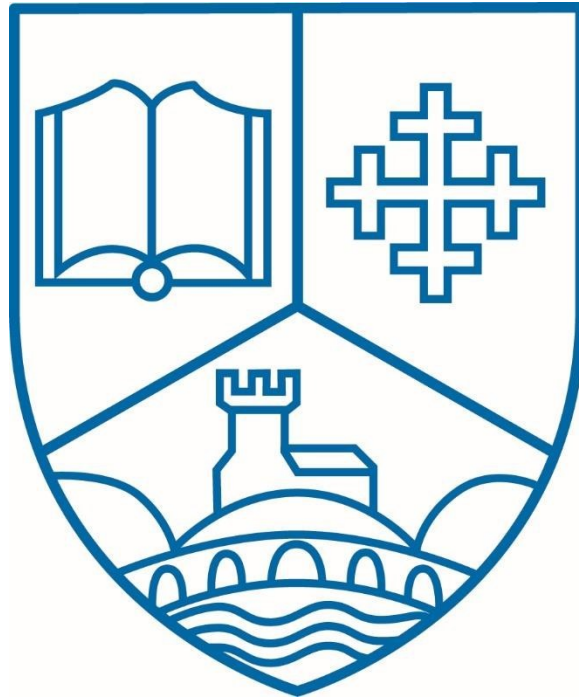


**BIDFORD ON AVON
CHURCH OF ENGLAND PRIMARY
SCHOOL**



Equality Objectives Review

2022-2026

(Updated Feb 2024)

Bidford on Avon C. of E. Primary School aims to ensure that every child and member of staff is given an equal opportunity to achieve their full potential and that those facing barriers to equal opportunities are given the support needed to overcome them. Our school vision supports our ambition for every member of our school community to thrive. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school community.

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against, are given equality of opportunity and that we publish and review our equality objectives

The equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

To ensure we meet our general duties, we collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data is assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our equality objectives 2022 – 2026 are as follows:

Objective 1:

- **To ensure that the school's vision and values promote a culture of equality of opportunity and ambition for all pupils.**

Why have we chosen this objective:

To ensure that all members of the school community feel that they are valued, that they have aspiration and recognise their individual potential and that the school's vision and values support them in developing these characteristics.

To achieve this objective, we plan to:

Ensure that our school vision and values statements are clearly displayed and communicated around school and that supporting guidance is embedded into the teaching and learning environment.

(2023) Currently the school vision is communicated regularly in classes and school assemblies, with a two-year rolling programme of school values supporting pupil character development. Pupil interviews identify that pupil's feel the school vision supports them in their ambition and aspiration.

Objective 2:

- **To ensure that the school promotes role models that pupils positively identify with, who reflect and broaden the school's diversity in terms of race, gender and other protected characteristics.**

Why we have chosen this objective:

To ensure that pupils have examples of people from diverse backgrounds and abilities to inspire and motivate them. To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.

To achieve this objective, we plan to:

Display examples of successful people prominently throughout the School. Ensure that teachers integrate role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability. Assemblies promoting equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the School.

(2023) Currently a range of role models are displayed around the school, with related quotes and information promoting their achievements. The curriculum promotes key figures ensuring equality of representation and regular assemblies and themed events promote equality.

Objective 3:

- **Ensure that our most vulnerable and disadvantaged pupils receive the support they need to thrive and engage appropriately within the school community**

Why have we chosen this objective:

A small proportion of our school community face barriers to engage fully in the school life, with wider impact on their progress and wider growth.

To achieve this objective, we plan to:

Ensure that we monitor and review their engagement in school life, identify key barriers to learning ensuring that their wider needs are met, promote the development of positive mental health strategies and that adaptations and additional resources are in place to support them.

Currently (2023) we monitor individual progress and engagement across the school, providing appropriate resources and support where identified; a mental health committee and lead focus on supporting and implementing a mental health strategy and our extended school provision supports a wide range of pastoral and family needs.

Monitoring arrangements

We continue to make regular assessments of pupils' learning and use this information to track pupil progress, reviewing findings with key stakeholders. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress and use this to inform strategies to raise achievement.