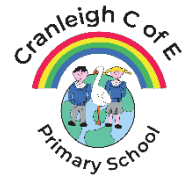


## Equality Objectives Action Plan: *Cranleigh C of E Primary School*



Ref	Objective	Measured by	Activity	Lead	Progress milestones
1	<p><b>PROMOTING EQUALITY:</b> <i>ETHOS AND CULTURE</i></p> <p>Provide training opportunities for all staff to explore diversity and how we support and encourage this within our school.</p>	<p>Training records completed.</p> <p>Pupil survey results.</p>	<p>CPD for all staff on cultural diversity and how to promote and celebrate it, allowing us to retain our identities and beliefs yet work together in one community.</p> <p>Questionnaire to all staff on their cultural heritage and to parents and the school community.</p>	Headteacher	All staff will have completed Equality training by the end of autumn 2024, with new staff completing it within half a term of starting.
2	<p><b>PROMOTING EQUALITY:</b> <i>ETHOS AND CULTURE</i></p> <p>Foster good relationships between all members of the school community encouraging openness and tolerance by respecting each other's beliefs.</p>	<p>Continued reduction in the number of racist/bullying issues recorded at the school.</p> <p>Logging of racist/discriminatory incidents on Arbor and CPOMS.</p> <p>Pupil and parent surveys.</p>	<p>Encourage all members of the school community to talk openly together via circle time/RSHE activities to promote positive behaviours for learning.</p> <p>Home School Link Worker and the SEND Team to provide CPD for staff on the expectations for vulnerable and diverse groups.</p> <p>Review of books and guided reading books within the library, curriculum and classrooms to include and expand the collection of ethnic minority texts.</p>	Headteacher	<p>Termly review of racist/bullying incidents.</p> <p>Positive community surveys.</p>

Ref	Objective	Measured by	Activity	Lead	Progress milestones
3	<p><b>PROMOTING EQUALITY:</b> <i>ACHIEVEMENT</i></p> <p>Ensure that all children achieve the best possible outcomes and that the gap between those children who are disadvantaged or vulnerable continues to close.</p>	<p>Pupil achievement and progress is improved on last year's outcomes.</p> <p>The majority of pupils are secure in their breadth and depth of knowledge, understanding and skills.</p> <p>Pupils are able to progress to the next stage of their learning.</p> <p>Protected groups are analysed and a focus is placed on these groups when looking at progress.</p>	<p>Review of curriculum progress throughout the year for disadvantaged pupils, SEND and those with disabilities matches or is improving towards that of other pupils with the same starting points.</p> <p>Specific monitoring for disadvantaged pupils, SEND, pupils with a disability to ensure progress is improved compared to previous year across nearly all subject areas.</p> <p>Regular check in calls made to families of children with SEND to build communication and positive relationships.</p>	SLT	<p>Ongoing half-termly monitoring of multi-vulnerable children.</p> <p>Ongoing, regular work focus to ensure progress and achievement, including the key marginal pupils.</p> <p>Learning walks and LC feedback triangulate judgements.</p>
4	<p><b>PROMOTING EQUALITY:</b> <i>QUALITY OF EDUCATION</i></p> <p>Ensure that the curriculum intent has a focus and emphasis on a curriculum appropriate for a multi-cultural diverse Britain</p>	<p>Pupils are aware of the diversity of the country they live in.</p> <p>They are aware of the different cultures that make up Britain and the community of their school.</p>	<p>Review of the curriculum and how equality is threaded through the learning.</p> <p>Subject leaders audit their subjects for elements of incorporating an understanding of protected characteristics.</p> <p>Reading texts purchased for all years include diversity challenges.</p> <p>Hold an International Day to promote diversity of culture.</p>	Headteacher	<p>Equality and diversity threaded throughout the curriculum, reflected in the whole school curriculum intent.</p>