

Cherry Hinton C of E Primary and Nursery Equality Objectives 2023-2027



The Equality Act 2010 requires objectives to be set every four years. Aims are set, by schools 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

Cherry Hinton's objectives seek to embed our school vision and values.

‘Love God with heart, soul, mind and strength-and your neighbour as you love yourself’ Matthew 22.37- 39
Our school values are Agape, Courage and Thankfulness
To become
Inquisitive thinkers; Inspired learners; Kind hearts

Our objectives also underpin the four strands of our school development plan.

Objective	Main actions	Lead person	Time scales	Evidence of impact
Ensure that the achievement (progress) of children from vulnerable and disadvantaged families (Pupil Premium) improves so that it is in line with or above that of all non-disadvantaged children	<p>Data tracking and Progress Meetings track attainment and next steps for teaching and learning.</p> <p>High quality interventions in place with clear timelines and evaluations to ensure impact.</p> <p>Data analysis per cohort to identify key issues for Pupil Premium group.</p> <p>Pupil Premium plan is reviewed annually to ensure impact of budget on attainment.</p>	AHTs – SENCO/PP Lead and English Lead	April 2023	<p>Records of progress meetings, evaluations and monitoring.</p> <p>Data: in school and KS2.</p>
Promote the understanding of and respect for difference within the school and its community	<p>The school's curriculum and policies will refer explicitly to our school values and vision and to our equality policy and statement.</p> <p>The Positive Behaviour policy and systems promote respect for differences and equality and give children chance in discussion with the child to reflect upon their behaviour.</p>	HT	April 2023	<p>Low number of incidents of racism/discriminatory behaviours.</p> <p>Parental participation and</p>

	<p>Assemblies, school events, visits and visitors reflect the whole community and British values.</p> <p>Events planned throughout the year such as Diversity Day and Languages Day provide pupils and their parents with opportunities to share their culture. Additional events and surveys planned for parent participation e.g. SRE consultation.</p>			<p>feedback on school events</p> <p>Curriculum map/ planning.</p> <p>Policy and practice which reflect consistent approach to school's vision and values</p>
<p>Ensure equality of access to all aspects of our curriculum and school provision</p>	<p>Staff CPD and on-going support-time and resourcing- to ensure SEND pupils access all aspects of the curriculum</p> <p>SEN report updated annually and Disability and Accessibility Plan in place and reviewed regularly.</p> <p>Subject Leads monitor provision for SEND and EAL pupils across the curriculum subjects</p> <p>EAL policy in place Welcome procedure in place for new families including meeting with HT, family information proforma, phonics check and teacher meeting</p>	<p>SENCO and SLT</p> <p>AHT- English Lead</p>	<p>April 2023</p>	<p>SLT monitoring</p> <p>TA discussions and next steps planning</p> <p>Subject Lead monitoring and action plans</p>

April 2023