

EQUALITY OBJECTIVES 2024-2028 - DRAFT

The governing body of St Peter's School, Alverscot has agreed the following Equality Objectives:

Equality Objective	Success Criteria	Actions required to achieve objective	Aims of the Equality Objective	Protected Characteristics	Evaluation
Ensure that the curriculum responds to the needs and interests of pupils by celebrating cultural events in and beyond the school throughout the year and promoting role models that young people positively identify with, who reflect and broaden the school's diversity in terms of race, age, gender and other protected characteristics.	- increased pupil participation, confidence and positive identity. - Curriculum monitoring shows that the curriculum is broad and balanced - SMSC is a strength of the school	- Develop enrichment overview encompassing activities that celebrate and are inclusive of different protective characteristics. - Monitor enrichment curriculum every term - Sample pupil voice 3 x year to feed into future events. - Space Makers time built in to weekly timetable.	Advance equality of opportunity Eliminate unlawful discrimination Foster good relations	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓	
Support teachers and teaching assistants and families to extend their repertoire of strategies for supporting pupils with SEND and EAL in their classes.	- SEND and EAL pupils have equity in the classroom - Staff feel well equipped to support pupils effectively - Training has been undertaken	- Teacher and teaching assistant training/supervision happens each term. - Monitoring of provision and the impact on pupil progress each term. - Discussions with SEND pupils and their parents. - Signposting of information/events monthly to families. - Staff survey and pupil voice	Advance equality of opportunity Eliminate unlawful discrimination Foster good relations	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓	

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination	Recruitment panels are well equipped to appoint using their knowledge of equal opportunities. Appointments meet statutory requirements and best practice in relation to equality and diversity.	• Governor and staff training • Sharing of best practice • Policy and process reviews • Reflective discussions before and after recruitment process.	Advance equality of opportunity Eliminate unlawful discrimination Foster good relations	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓	
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