



Elements Primary School

Creative · Unique · Innovative

2021/22 Objectives

	Objective	Reason	How	Who	When	Progress
1.	Undertake an analysis of equal opportunities	To identify any potential inequality, demonstrating that the school is attempting to eliminate discrimination and advance equality	Reply to the Trust's Equal Opportunities Monitoring Form, identifying any areas of potential inequality and report to the Governing Body with the findings	Exec Prin	Summer 2	Reported findings of potential inequality with LGB and shared plans on diversifying staff team for 2021 2022. Promotion of appointing and strengthening diversity throughout summer appointments
2.	Promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity	To ensure that our school community understands that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	Use Assembly times to reference spiritual, moral, social and cultural themes and provide time for pupils to reflect on these Resource the school with stories from other cultures and to ensure that children's home lives	Exec Prin/CTs	Ongoing throughout the year	Used Assembly times to reference spiritual, moral, social and cultural themes and increased the number of stories available to pupils which has increased pupil understanding of

			<p>and familiar things are represented in school activities such as home corners and imaginative play</p> <p>Develop a programme of visitors organised for assemblies to share different faiths and cultures</p>			<p>other cultures and faiths.</p> <p>Focused assembly and class base work continues throughout the wider curriculum to enhance and promote this area.</p>
3.	Eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	<p>Create an effective system for recording incidences of discriminatory behaviours</p> <p>Ensure systems guarantee swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.</p>	Pastoral team and Well-being team. SP/KG	<p>Autumn 1 - CPOMS set up</p> <p>Policies in place</p> <p>Ongoing through year - assemblies, curriculum input</p>	<p>Policy in place. Swift identification of any issues and action taken .</p> <p>STaff made fully aware of procedures and actions to be taken - whistle blowing. CPOMS used robustly to target any cases of bullying. Thrive approach actioned in school.</p>
4.	Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and	Advance equality of opportunity between people who share protected characteristics and those who do not	<p>Modify provision in order to meet children's needs and interests</p> <p>Identify specific interventions for Literacy and Numeracy</p>	EN - all staff Summer 2	<p>Review at data points through year.</p> <p>Weekly planning meetings.</p>	<p>Ongoing - data reviewed</p> <p>Pupil progress data now firmly in place with robust meetings and clear interventions being</p>

	disabilities and looked after children		Improve parental engagement by coming into school and being part of the learning experience		Pupil progress meetings at the end of each teaching block	actioned in all year groups. Focus upon Thrive to ensure Learning behaviours are secure which then impacts on pupils progress.
5.	Increase staff awareness of Equality and Diversity	To ensure that our staff understand that we live in a diverse country that recognises, celebrates and tolerates different views, faiths and cultures	All staff to complete the Trust's Equality & Diversity training module	All staff	Summer 2	Focused and dedicated staff meetings to be planned each half term to focus upon equality and diversity training module
6.	Ensure the school environment is accessible as possible to all pupils, staff and visitors.	Advance equality of opportunity between people who share protected characteristics and those who do not	Keep accessibility plan up to date	CG	Building compliant at handover. Weekly meeting with the project team as building works progress.	The staff team has grown in diversity, both amongst teaching staff and admin/ support staff. Implementation of SEND rooms upstairs. Ongoing as team builds
7.	Aim to develop a diverse staff team which includes staff of different genders, races, backgrounds and abilities	To ensure staff team is as representative of school community as is possible	Ensure recruitment processes are transparent, full and fair.	cg/Govs	Ongoing	Clerk supporting governor recruitment efforts. Documentation revised and included for

						summer recruitment 20222 Biographies included on WAT website/TWITTER/FACEBOOK to encourage applications from a more diverse range of individuals.
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