



St Francis Xavier Catholic Primary

Equality Objectives

APPROVED BY: BOARD OF GOVERNORS

DATE APPROVED: OCTOBER 2023

DATE REVIEWED:

DATE OF NEXT REVIEW: OCTOBER 2027



The school's current Equality Objectives are:-

1. To increase understanding of different forms of bullying and discrimination including homophobic and transgender bullying
2. To increase understanding between Religious Groups
3. To increase the understanding and awareness of different races in our society and equality

How the school has developed its objectives:-

The school's current equality objectives represent the school's priorities and are the outcome of a careful review and analysis of data and other information. They also take into account national and local priorities and issues. In particular:-

- The objectives are based on consultation conducted with staff, children, governors and evidence collected and published;
- The objectives are specific and measurable – they meet the school's needs and are achievable;
- The objectives are integrated into the school improvement plan;
- The school will report annually to the Governing Body on progress towards achieving the objectives;
- The objectives will be reviewed annually and will be updated at least every four years

School plan in relation to how its equality objectives will be met:-

Equality Objective	Reasons for objective. Key issues for the school. How the objective will be implemented and who will have responsibility for monitoring the progress of the objective.	Timeframe	Progress
1. To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community	<ul style="list-style-type: none">• St Francis Xavier is a diverse school community. 50% of pupils speak English as an additional language and there are 19 different languages spoken in the school community• We strive to promote tolerance and respect amongst all members of community in order to prepare pupils to learn in a diverse society• Leaders will ensure that the school's curriculum enables pupils to learn and celebrate cultures from around the world and those represented in the school community• Teachers will plan opportunities for pupils to encounter and experience	Sept. 2027	

	<p>different cultures in their learning</p> <ul style="list-style-type: none"> • Assemblies will be used to celebrate diversity and to promote different cultures • Any form of discriminatory behaviour in school will be appropriately logged and addressed in line with the school behaviour policy by the head of school. 		
<p>2. To actively close gaps in attainment and achievement between groups of pupils; particularly boys in the EYFS & KS1 and pupils eligible for pupil premium</p>	<ul style="list-style-type: none"> • Assessment data has indicated underperforming groups of pupils including boys in the EYFS and KS1 and pupils eligible for pupil premium • Leaders will evaluate barriers to boys’/pupils eligible for pupil premium learning in KS1 and adapt the curriculum/provision to cater for the needs of these pupils • Pupil premium funding will be invested in strategies to support pupil progress and attainment – see pupil premium strategy statement • 1-1 reading tuition for below track pupils • Teachers will plan weekly interventions to target the specific learning needs of individual pupils • Parental engagement – the school will actively seek to engage the parents of underperforming pupils and guide them specifically upon how they can support their child’s learning 	Dec. 2026	
<p>3. To monitor and promote the involvement of all groups of students in the personal development opportunities offered by the school: after school clubs, lunch time clubs, curriculum enrichment activities & school visits</p>	<ul style="list-style-type: none"> • The school will offer a wide range of personal development opportunities through after school clubs, lunch time clubs, curriculum enrichment opportunities and educational visits • Staff will be encouraged to draw upon their own interests and talents in order to offer a broad range of personal development opportunities • The personal development lead will analyse the participation in 	Dec. 2026	

	<p>these opportunities each half term</p> <ul style="list-style-type: none">• Support will be implemented to enable all groups to access this provision equally including communication and financial		
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