

St Mary's Farnham Royal Church of England Primary School

We aspire to grow as a community through FAITH as a FAMILY.
Thriving for all our FUTURES enabling us to FLOURISH



Equalities Objectives: 2021- 2025

The Equality Act 2010 requires that schools publish equalities objectives. These need to be specific and measurable. The SMFR equalities objectives are based on analysis of our data and other evidence. They focus on the areas where we have agreed to take action and tackle disadvantages. A breakdown of these targets can be found in the School Development Plan. The Governing Board will regularly review the progress we are making to meet our equalities objectives.

Objective	Actions	By Whom?	When?	What will the impact be?
To monitor individuals and families in the SMFR community , analysing information and putting pastoral provision into place should it be needed to ensure equality of opportunity	Continuously monitor all children and their families to ensure they are safe and supported where needed	Pastoral Support Leader	Ongoing	All children and families are safe Increased outcomes for pupils. for pupils.
Ensure that the curriculum is broad and balanced and make the best of every opportunity to provide equality and promote diversity	Whole staff review and development of topic based curriculum to support needs and interests of pupils. Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.	Subject Leads	2021-2022 Ongoing review of curriculum	Greater understanding and respect for differences. The school ethos, vision and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training
Track pupil groups and individual, analysing information and putting provision into place should it be needed to ensure equality of opportunity	Increase the number of pupils working at the expected standard for their age, reducing variances of groups across the school.	Deputy Head and Assessment Lead	Ongoing	Increased outcomes for pupils. for pupils.
To narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.	Deputy Head and PP Lead leading all staff	Ongoing	Decreased gap in attainment and progress

Agreed by the St Mary's Farnham Royal Church of England Primary School Governing Board January 2021