



# Name of School: Urchfont C of E Primary School

## Equality Objective

**1<sup>st</sup> September 2022– 31<sup>st</sup> August 2025**

<p><b>OBJECTIVE</b></p>	<p>To improve the staff’s knowledge and understanding of equality and its implications and in this way reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.</p> <p>To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.</p> <p>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</p> <p>To identify areas where additional future Equality Objectives could be developed in order to reduce gaps in attainment, foster good relations and/or promote and enhance community cohesion.</p>
<p><b>IDENTIFIED OBJECTIVES</b></p>	<ul style="list-style-type: none"> <li>a) Urchfont has an Equality Objective to narrow the gap in attainment, progress and differences in attitude between boys and girls through the school.</li> <li>b) Urchfont CE Primary School has decided to continue with the Equality Objectives that addresses pupil mental health and wellbeing as part of our commitment to promote positive mental health within our children reflecting that we all have mental health but sometimes it is not as good as it could be and this could be transferred into adult life.</li> </ul>
<p><b>Specific</b></p>	<p>These Objectives will clearly target the development of knowledge and understanding in relation to each of the Protected Characteristics in order to advance equality of opportunity and foster good relations</p>

<p><b>Measurable</b></p>	<p>Our Advocates will demonstrate increasing levels of awareness, knowledge and confidence in relation to the specific Protected Characteristics; will access relevant resources and CPD; and will contribute to raising levels of awareness in our school, and to developing appropriate strategies to challenge differential outcomes.</p>
<p><b>Attainable</b></p>	<p>We will ensure that the members of staff selected as Advocates are enthusiastic and can see the benefits of embedding equality in our school, as well as recognising the benefits for their own personal development.</p> <p>We will be supported by the local authority through training and the provision of contacts and resource materials to make sure this Equality Objective is achieved in our school, enabling us to identify the issues and champion the best educational outcomes for all our pupils.</p>
<p><b>Relevant</b></p>	<p>The Equality Act 2010 has clearly set the agenda for advancing equality of opportunity and fostering good relations. Our school endorses this vision, and seeks to develop its capacity across the board, to deliver the best educational outcomes for all children and young people in relation to the Protected Characteristics.</p>
<p><b>Time-Bound</b></p>	<p>We will review this Objective annually during the four-year period, and evaluate the effectiveness of this system of Advocacy. Relevant Equality Information will be published and Equality Analysis conducted on an annual basis, and will contribute to this review and evaluation process.</p> <p>This Equality Objective will be achieved at the end of the four year period at which time it will be reviewed and renewed.</p> <p>Additional Equality Objectives will be identified during the four-year period as appropriate.</p>