

Equality information and objectives

ST PANCRAS



Approved by:		Date: January 2024
Last reviewed on:	January 2024	
Next review due by:	January 2026	

8. Equality objectives

Objective	Actions	Who will be involved?	Timescale	How will we measure our success?	Reviewed
<p>Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), Anti-bullying ambassadors, Mini Vinnies etc.</p>	<p>Organised groups such as School council, Anti-bullying ambassadors etc representation monitored by race, gender, disability.</p>	<p>Headteacher Senior Leadership team</p>		<p>Increased diversity in membership of different organised groups within school.</p>	<p>Introduction of Green school council, who meet weekly and share initiatives in assembly.</p> <p>Suggestion box introduced outside Head's office.</p> <p>GIFT team lead Collective worship weekly.</p>
<p>Ensure that the library books promote role models and heroes that young people positively identify with including authors, which reflects the school's diversity in terms of race, gender and disability. Ensure that trips and visitors promote diversity in</p>	<p>Increase in pupils' participation, confidence and achievement levels and also increase the diversity of representation in books within the school library.</p> <p>Re-establish connections with Other World Faith places of worship. Visitors to share different faiths and cultures. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p>	<p>Headteacher English lead Class teachers</p>	<p>From December 2024</p> <p>Order new books for Library to include more representation from all groups.</p> <p>Review school trips</p>	<p>More diversity reflected in school library books and the places visited on school trips/visitors coming in to across all year groups</p>	<p>PSHE themed assemblies and special themed weeks celebrate different cultures and representation of groups.</p> <p>Celebration of Black History Month, with emphasis on music and culture in 2025.</p>

terms of race, gender and ethnicity.	Use events such as Olympics/Paralympics, World Cups etc to explore representation of all groups.				Links with St Mary's and Botolph Church of England community.
To ensure that all groups of pupils regularly attend school in line with national averages	<p>Ensure parents and pupils are aware of importance of attendance as a life skill.</p> <p>Attendance officer and LA Education welfare officer who monitors all absence alongside the Headteacher</p> <p>Work alongside the LA for fines and fixed penalty notices.</p>	Attendance officer, LA EWO /Headteacher	<p>Daily calls for children absent</p> <p>Letters and meetings for persistent absentee pupils</p>	<p>School attendance is at least in line with national averages</p> <p>All groups' attendance is at least in line with national averages.</p> <p>Attendance Officer to continue tracking the attendance weekly, and supporting more vulnerable pupils and reporting to Headteacher</p>	<p>Regular dialogue with parents has improved attendance communication.</p> <p>Work with EWO targets those at risk of persistent absence.</p> <p>Parent forum held and information shared with parents.</p> <p>Attendance currently above Suffolk averages.</p>
To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data	The progress of all groups will be continuously tracked. Appropriate support is targeted where necessary to ensure that all groups make at least good progress. Targeted interventions will be tracked to ensure pupils	<p>Headteacher</p> <p>Assessment Lead</p> <p>Senior Leadership team</p> <p>Class teachers</p>	Pupil progress meetings effectively track progress and attainment of all pupils, including those identified	Data analysis will show equality of attainment/progress for all groups in relation to their starting points.	<p>Progress of all groups is tracked using Insight.</p> <p>Dara shared with governors.</p> <p>Pupil progress meetings identify</p>

that require additional support for pupils.	make progress to align with their peers.		as underperforming		concerning trends or lack of progress. Timely interventions introduced and regularly reviews.
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