



'Train up a child in the way they should go and when they are old, they will not depart from it.' Proverbs 22:6

Christ Church CE Primary: Equality Objectives Policy and Statements

Primary School Equality Objectives 2025–2028

Our Christ Church Vision:

'We value all children as unique 'Children of God' and welcome them into our safe, loving and supportive Christ Church family. We endeavour to use nurture to encourage individuals to flourish and aspire to reach their God given potential. We rejoice in our rich diversity and our broad, balanced curriculum provides opportunities for all to achieve excellence, open minds and inspire dreams both now and the future'.

Our Christian Values

We believe that an understanding of our core Christian values plays a central role in our school and underpins our Anti-bullying Policy, rules and curriculum. These are our values:

- **Love** – knowing that I am loved; giving good wishes, care and kindness to others
- **Peace** – within self, between others and across a global perspective
- **Friendship** – working together and helping one another
- **Forgiveness** – being able to apologise, accept apologies and start afresh
- **Endurance** – putting 100% effort into everything and never giving up
- **Thankfulness** – using good manners and being grateful for all that we have

“Love one another as I have loved you.” (John 16 v12)

1. Introduction

This policy outlines the Equality Objectives for our Christ Church CE Primary School for the period 2025 to 2028. It is designed to comply with the Equality Act 2010 and reflects our commitment to promoting equality, diversity, and inclusion for all pupils, staff, and members of the school community.



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2. Objective 1: Narrow the Attainment Gap

Rationale:

Disadvantaged pupils, including those with SEND, EAL, or eligible for Pupil Premium, often face systemic barriers to academic success. This objective aims to ensure equity in educational outcomes.

Key Actions:

- Use data to identify underperforming groups and individuals.
- Deliver evidence-based interventions (e.g. phonics boosters, maths mastery groups).
- Provide CPD for staff on adaptive teaching and inclusive pedagogy.
- Engage parents/carers through workshops and regular progress updates.

Monitoring:

- Termly pupil progress meetings.
- Use of formative and summative assessments.
- Pupil voice and teacher feedback.

Success Indicators:

- At least a 10% reduction in the attainment gap by 2028.
- Improved progress scores for targeted groups.

3. Objective 2: Promote Inclusive Curriculum and Representation

Rationale:

A diverse and inclusive curriculum helps all pupils feel seen, valued, and respected, and prepares them for life in a multicultural society.

Key Actions:

- Audit curriculum content for representation of different cultures, identities, and experiences.
- Integrate diverse texts, authors, and historical figures across subjects.
- Celebrate cultural and awareness events through assemblies, displays, and themed weeks.
- Involve pupils in co-creating inclusive learning materials.



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Monitoring:

- Annual curriculum reviews.
- Feedback from pupils, staff, and parents.
- Lesson observations and book scrutiny.

Success Indicators:

- Increased pupil engagement and sense of belonging.
- Positive feedback in pupil and parent surveys.

4. Objective 3: Foster a Culture of Respect and Belonging

Rationale:

A respectful and inclusive school culture supports emotional wellbeing, reduces bullying, and enhances learning for all.

Key Actions:

- Embed values of respect, kindness, and inclusion in school ethos and behaviour policy.
- Deliver regular PSHE lessons on equality, empathy, and anti-bullying.
- Train staff in restorative practices and trauma-informed approaches.
- Establish a pupil-led Equality or Diversity Council.

Monitoring:

- Behaviour logs and incident reports.
- Pupil wellbeing surveys.
- Feedback from school council and equality groups.

Success Indicators:

- Reduction in bullying and discriminatory incidents.
- Improved wellbeing and safety scores in surveys.

5. Objective 4: Improve Accessibility for All

Rationale:



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All pupils, staff, and visitors should be able to access the school environment and learning opportunities without barriers.

Key Actions:

- Conduct annual accessibility audits (physical, digital, and curricular).
- Provide assistive technologies and differentiated resources.
- Ensure all communication is available in accessible formats.
- Make reasonable adjustments for staff and pupils with disabilities.

Monitoring:

- Accessibility audit reports.
- Feedback from stakeholders with disabilities.
- SENCO and site manager reviews.

Success Indicators:

- 100% of identified accessibility issues addressed by 2028.
- Positive feedback from pupils and families with additional needs.

6. Objective 5: Diversify Recruitment and Leadership

Rationale:

A diverse staff team brings varied perspectives and better reflects the community, enriching the school environment.

Key Actions:

- Review recruitment policies to remove bias and promote inclusive language.
- Advertise roles in diverse networks and platforms.
- Offer mentoring and leadership development for underrepresented staff.
- Monitor staff diversity data and report annually.

Monitoring:

- HR data analysis.
- Staff surveys and exit interviews.



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- Leadership development programme participation.

Success Indicators:

- Increased diversity in staff and leadership roles by 2028.

- Improved staff satisfaction and retention.