



## **Annual Report on Progress against the School's Equality Objectives for 2023– 2024**

This report describes the work that has been undertaken in our school to promote equality and tackle discrimination over the academic year.

We are mindful of both the General and Specific Duties of the Equality Act. As a school we are committed to the principles of Equality for All and the need to promote equality but plan to ensure equality over and above tackling discrimination when it arises.

This report is just a small part of demonstrating our commitment to ensuring our services to pupils and parents are equitable and that our staff are treated equally as well as working to promote equality themselves.

### **Our School:**

1. Tackles discrimination, harassment, and victimisation against people from different protected characteristics
2. Promotes equality of opportunity between people of different protected characteristics.
3. Fosters good relations between people of different protected characteristics.

## Aim 1: Eliminate Unlawful Discrimination, Harassment, and Victimization

Objective	Lead	Update
<p>1. Increase staff <b>understanding of 'equality'</b> and implications for all on a daily basis, through CPD in order that staff understand the implications of the Equality Act.</p>	<p>Principal</p>	<p><i>This is clarified through management meetings, pastoral training and SEN training and development.</i></p> <p><i>Whole school staff have received Trauma-informed training.</i></p> <p><i>De-escalation training and Mental First Aid has been undertaken by several staff.</i></p> <p><i>All new staff read the staff 'Code of Conduct' before commencing employment at Upton Heath C of E Primary School. The code of conduct references the schools Equality and Diversity Policy.</i></p> <p><i>Disadvantaged Pupils is a standing item on the Education Standards Committee agenda.</i></p>
<p>2. Make reasonable adjustments so that all pupils, staff, parents/carers and visitors have <b>access to all school activities</b></p>	<p>Principal</p>	<p><i>Public events include accessible toilets and spaces.</i></p> <p><i>Ground floor of school is fully accessible</i></p> <p><i>First floor is accessible via a lift</i></p> <p><i>Gender-neutral accessible toilets</i></p>
<p>3. Address and record all prejudice-based incidents.</p>	<p>Pastoral team</p>	<p><i>CPOMs used to track and analyse the number of incidents across the school year for scrutiny by the Local Academy Committee</i></p> <p><i>Assemblies and PHSE lessons</i></p>

## Aim 2: Advance Equality of Opportunity for All

Objective	Lead	Update
<p>4. Ensure fair access to the curriculum offer for those with different abilities through promoting inclusive approaches to teaching and learning and the use of specialist equipment where necessary</p>	<p>Principal / SENCO</p>	<p><i>Use a range of teaching pedagogies to stretch and challenge pupils of all abilities.</i></p> <p><i>Curriculum design enables all pupils regardless of ability to access all subjects which make up our curriculum provision.</i></p> <p><i>Full SEND Profiles for all SEND pupils.</i> <i>One page profiles for SEND pupils shared with staff</i></p> <p><i>A varied curriculum offered at all key stages enabling access for all pupils to ensure successful outcomes.</i></p> <p><i>Upton Heath's teaching and learning priorities are rooted in evidence-based research, supporting high quality teaching in the classroom which is our wave 1 intervention for both SEND and disadvantaged pupils.</i></p>
<p>5. Strive to ensure the <b>attendance of all disadvantaged pupils</b> reflects the school target of 96%</p>		<p><i>The school tracks and monitors pupil attendance, with consistent and comprehensive follow up action.</i></p>

### Aim 3: Foster Good Relations Between People

Objective	Lead	Update
<p>6. Ensure opportunities exist in our school curriculum to learn about and celebrate respect for all (irrespective of their culture, ethnicity, gender, disability, sexual orientation or gender reassignment).</p>	<p>Deputy</p>	<p><i>Pupils have PHSE lessons in all years.</i></p> <p><i>Quest Curriculum is designed to ensure children are taught about other cultures, religions, ethnicities and people.</i></p>
<p>7. Continue to provide opportunities for all parents/carers to participate in the life of the school</p>	<p>Principal</p>	<p><i>Regular newsletters and parental surveys to gather pupil and parent voice.</i></p> <p><i>Our calendar of events is organised to ensure that parents/carers able to participate fully in the life of the school. These include celebrations, worship and other community events as well as curriculum presentation evenings.</i></p>
<p>8. Strengthen links between the <b>school and local community</b> including businesses, charitable organisations and other schools.</p>	<p>Principal</p>	<p><i>Pupils were able to complete social action projects which benefitted the local community. (Local Food Bank, Litter Pick)</i></p> <p><i>School has strong links with local businesses (running competitions and supporting fundraising)</i></p> <p><i>School has very strong links with Holy Ascension Church (half termly worship including parents/carers &amp; Reverend leading weekly worship in school)</i></p> <p><i>Links to Baptist Church – Weekly worship lead by church members</i></p>

