



Blewbury Endowed C of E Primary School

Nurture, Grow, Flourish

Equality Objectives 2025 - 2028

The following Equality Objectives will be monitored and reviewed annually. Each objective aims for the equality of opportunity and covers the protected characteristics of: Race; Disability; Gender; Age; Religion or Belief and Sexual Orientation

Equality Objectives	Actions	Success Criteria	Protected Characteristics
Embed 'quality first' teaching so that it meets the learning needs of all children.	Termly monitoring of quality of teaching and learning, including available teaching resources and deployment of Teaching Assistants. Offer CPD as required	Staff understand and demonstrate key characteristic of quality first teaching. High pupil engagement. Increased progress of children at risk of underachievement.	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
Annual Evaluation:			
Continue to monitor all pupil groups (boys, girls, FSM, SEND, EAL) to ensure they make appropriate and similar rates of progress.	Use Insight to monitor progress of pupil groups follow each data drop. Hold Pupil Progress meetings 3x yearly Implement appropriate interventions where required. SENDCo to track interventions using start and end point data (e.g. reading age for Lexia intervention)	Pupil groups make expected progress from their starting points	Race ✓ Disability ✓ Gender ✓
Annual Evaluation:			

Ensure support and resources for learning and teaching meets the needs of all pupils.	<p>Annual audit of resources to ensure adequate and relevant resources and equipment is available to meet the needs of all pupils.</p> <p>Where needed, resources and equipment to be purchased for pupils with special educational needs</p> <p>Intervention map in place by SENDCo</p> <p>Development of the 'Den' space</p> <p>TA training</p> <p>Bespoke AP in place for pupil as required</p>	<p>Pupils' needs are met, and equality of opportunity is achieved.</p> <p>Learning plan targets met</p> <p>Gap between SEND pupil progress and 'all' closes.</p>	Disability ✓
Annual Evaluation:			
Ensure extended school activities (e.g. clubs, sporting events) reflect the diversity of race, gender, disability and socio-economic status of the school	<p>Monitoring of extended school activities each term.</p> <p>Promote extended school activities to all.</p> <p>Link to Pupil Premium Plan</p>	<p>Increase in participation of extracurricular activities.</p> <p>Diversity seen in membership of clubs.</p>	Race ✓ Disability ✓ Gender ✓ Sexual Orientation ✓ Age ✓
Annual Evaluation:			
Maintain the school grounds/site so that it can be accessed by all.	<p>Ramp – moveable to use as required</p> <p>Toilet – maintenance of accessible toilet</p> <p>Ongoing communication with OT and Physio teams as required</p>	School is safe and user friendly for all	Disability ✓

To provide written (or verbal) information for parents/carers with disabilities or for whom English is not their first language in a form which is user friendly and appropriate to their needs	The relevant member of staff to ensure support is provided to the parent/carer/family to access school information where needed.	Parent/carer/family are supported and have access to school information and information about their child.	Race ✓ Disability ✓
Annual Evaluation:			
Continue to provide equal opportunities for all staff in terms of professional development and training	Ensure all members of staff have participated in an appraisal process. Staff members have been given the opportunity to identify personal development points The needs that have been identified are addressed. CPD offered in response to staff ambitions e.g apprenticeship/NPQ	That aspirations and training needs identified through the appraisal process are met.	Race ✓ Disability ✓ Gender ✓ Religion or Belief ✓ Sexual Orientation ✓ Age ✓
Annual Evaluation:			