



Holy Innocents' Catholic Primary School

Our equality aims

In order to provide equality of opportunity we will ensure that individual needs are assessed and abilities, talents, present and previous experiences are monitored to give each child their full and appropriate entitlement to educational and spiritual provision.

All staff, both teaching and non-teaching, will responsibly transmit the values of equality and justice by developing an ethos with a multicultural, anti-racial perspective and by fostering an awareness of gender, sexual orientation, trans-gender and non-binary characteristics, disability and social background.

Staff will encourage the children to think for themselves by critically analysing and evaluating evidence and information, thus helping to avoid judgements based on prejudice.

Staff are aware of and take steps to avoid cultural, gender and social bias in assessment and evaluation.

All school curriculum decisions have equal opportunities as a base as should all initiatives on the School Development and Improvement Plan.

Our specific Equality Objectives 2022-2026

1. Recruitment of staff and admission of pupils

Ensure that all information about the school reflects the it's diverse nature and that all cultures and ethnic backgrounds are welcomed and valued.

How?

Check annually:

- The ethnic make up of the school over a 3 year timescale to see if there have been changes
- The wording in job adverts ensuring that they promote applications from all ethnic groups
- The wording and language used in the School Prospectus and on the school website to make sure that they are inclusive.

2. Continue to celebrate and develop understanding of all cultures and faiths within the school community

How?

- Review of the curriculum including reading to ensure that reading material reflects the diverse ethnic make up of the school. Purchase of more books that reflect the cultural diversity of the school
- Hold an annual Multi-cultural celebration week
- Hold an annual World faith week

- Evaluation of pronunciation of pupil's names to ensure that all names are pronounced correctly

3. Provide training on non-discrimination/ equal opportunities

How?

- Training twilight with staff & governors

4. To continue to close the gap in attainment between pupils of all groups including gender, SEN, PP, BAME.

How?

Check if the gap is closing by:

- Internal tracking and Data analysis
- PP reviews

Monitor attendance and take action to improve it, where necessary

Adjust interventions

Agreed at Full Governing Body Meeting 20.06.22