

St Edmund's Catholic Primary School



Equality Objectives 2023-24

The Xavier Catholic Education Trust's commitment to equality in everything that we do. Xavier trust is committed to equality in both employment and education provision. We recognise the diverse nature of our locations and services, and aim to ensure that students, parents, governors, employees, contractors, partners, directors, clients and those who may potentially join the Xavier community, are treated fairly, and with dignity and respect.

St Edmund's Equality Objectives should be read in conjunction with the Xavier Catholic Education Trust's Equality Policy which can be found on the website: Xavier Catholic Education Trust – Striving for excellence (xaviercet.org.uk).

Should you have a concern about any element of equality, inclusion or diversity (EID) across the Xavier Trust or need to report an incident please contact DIFT@xaviercet.org.uk.

Objective	Measurable actions	Review date
<p>To increase staff's understanding of equality and its implications on a day-to-day basis, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.</p>	<ul style="list-style-type: none"> • All staff to receive in person training over the course of the academic year on the topic of equality, inclusion, and diversity to increase understanding of issues that exist within the education system and society more generally. • Allocation of time in pastoral and curriculum time to consider as staff barriers to student attainment – particular consideration given to those with protected characteristics. • Ensure pupil leadership teams include a range of students including those with protected characteristics to ensure there is broad student representation to help gather student feedback on equality. • Increased use of role models in schools from diverse backgrounds particularly where staff diversity is limited. • To monitor assessment and other data at regular intervals (to be specified) to ensure that children with protected characteristics are not falling behind. 	<p>Easter 2024</p>
Objective	Measurable actions	Review date

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To reduce prejudice and increase understanding of equality through direct teaching across the curriculum	<ul style="list-style-type: none"> • Audit the KS1 and KS2 key texts read in class to increased stories that consider diverse experience. • Review history curriculum at KS1 and KS2 to ensure range of experiences in time periods studied are included (particular focus on different ethnic groups and females to reduce focus on white and male history). • Review history curriculum across KS1 and KS2 to ensure key female figures are given equal time to male figures. • Ensure PSHE and RSE schemes of work include a range of examples and avoid gender stereotypes particularly when looking at family units, relationships, sexual abuse and harassment. 	Summer 2024
To increase the role of the student voice panel in discussions around equality, inclusion and diversity.	<ul style="list-style-type: none"> • Dedicate time in student voice meetings to consider from a student perspective prejudices that are most common in and around the school community. • Dedicate time for student leadership teams to educate the wider student population on protected characteristics. 	Easter 2024
To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender, disability, and other protected characteristics.	<ul style="list-style-type: none"> • Where gender specific sports teams are run there should be as diverse a range of sports as offered to male students. • Girls' sports teams to take part in equal number of competitive matches as boys' sports team. 	Summer 2024
To increase the attendance of disadvantaged children to bring figures in line with attendance for non-disadvantaged children.	<ul style="list-style-type: none"> • By the end of 2024 attendance figures for disadvantaged students should be in line with non-disadvantaged students • Allocate staff time to understanding on a personal level reasons for lack of attendance particularly amongst disadvantaged students. • Ensure rigorous attendance policy is in place to challenge persistence absence. To increase the membership of vulnerable pupils taking part in extra-curricular clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act. • Develop robust system to monitor attendance of all students taking part in extracurricular clubs and activities. • Allocate some Pupil Premium funds to help support those from disadvantaged backgrounds to attend extra-curricular opportunities where the barrier is financial. 	Summer 2024
Objective	Measurable actions	Review date

Objective	Measurable actions	Review date
To increase mental health provision for boys particularly in KS2.	<ul style="list-style-type: none"> • Increase examples of males struggling with their mental health in curriculum time i.e. PSHE lessons. • Ensure male examples and speakers are used in mental health awareness assemblies. 	Summer 2024
To tackle prejudice and promote understanding particularly in relation to people with different religious beliefs and with disabilities.	<ul style="list-style-type: none"> • Increase teaching of different religious holidays to develop students understanding of other faiths. • Invite speakers and role models from a range of religious backgrounds in to speak to increase understanding amongst staff and students. • Introduce cultural calendar to encourage regular discussion about different faith holidays or national days. • Provide opportunities for student voice panels to educate wider student body on different disabilities. • Make greater use of experts from charities such as the National Autistic Society to increase student understanding of certain disabilities. • Use story time to educate on range of disabilities through reading. • Increase range of books in school library that include characters with disabilities such as ADHD, dyslexia... 	Easter 2024