

Holyoakes Field Fist School- Equality Objectives 2022-2024

	Equality Objective	Success Criteria	Action required to achieve objective
1	To regularly monitor and analyse pupil achievement and progress by race, gender, economic background and disability and ensure that children are not disadvantaged by belonging to a group with Protected Characteristics*.	<ul style="list-style-type: none"> Children identified as needing additional support make progress that is in line with, or better than their peers. Children can fully access the curriculum. 	<ul style="list-style-type: none"> Careful tracking of attainment and progress for pupils with the “Protected Characteristics”. Ensure reasonable adjustments are in place for these children. Where appropriate, work with outside agencies to achieve the best progress for our children.
2	To continue to promote understanding and respect for diversity through a curriculum which reflects modern Britain and the community we serve.	<ul style="list-style-type: none"> Children are aware of a range of religions and cultures. The children celebrate diversity and are tolerant to other religions, cultures and groups of people within society. 	<ul style="list-style-type: none"> Ensure school policies and procedures promote equality of opportunity. Ensure all staff are aware of our responsibility with regards to the equality act. Ensure our school curriculum promotes tolerance of all groups. To continue with our teaching of RE and British Values each term. To facilitate the introduction to, and understanding of, other religions and cultures by our children. To continue the implementation of our new PSHRE curriculum across the school.
3	To diminish the difference in attendance for pupils with Protected Characteristics* by fostering good relationships with parents and carers and seeking to understand the barriers to good attendance	<ul style="list-style-type: none"> Attendance for pupils with ‘Protected Characteristics’ improves so they do not identify as persistent absentees. Parents and carers understand the importance of attendance and absences, requests for holidays and appointments are reduced. 	<ul style="list-style-type: none"> Promote and celebrate good attendance and significant improvements with the children and parents/carers. Invite parents/carers in to discuss any issues affecting attendance and offer them advice and support. Hold parent/carer information events and include the importance of attendance on attainment and progress.

The Equality Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are called the “Protected Characteristics”

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