

## Equality Objectives

<b>Promote an understanding and respect for difference - Ensure that diversity runs as a thread throughout our curriculum</b>
<b>Why We Have Chosen This Objective:</b>
To ensure our school community understands that we live in a diverse country; a country that recognises, tolerates and celebrates different groups of people. To promote the celebration of diversity within our community.
<b>To Achieve This Objective We Plan To:</b>
Assemblies to support festivals, religions and significant figures Behaviour policy reflecting a zero tolerance to prejudice Identify opportunities within the curriculum to study other countries, faith and cultures and to celebrate diversity Promote the schools vision, values and aims in everything we do. Increased understanding of the school community and the faiths and cultures represented in it Using the above information to ensure our RE/RSHE is embedded Proactively challenge any disrespectful behaviours within our that are motivated by prejudice of any kind. Ensure accurate record keeping and reporting of all prejudiced /bullying incidents to governors and the local education authority as required.
<b>Progress We Are Making Toward this Objective:</b>
Reviewed an updated our Anti-Bullying Policy with the engagement of pupils and stakeholders. Training of staff in recognising and dealing with (including whistle blowing) on any disrespectful behaviours Promoted Anti-Bullying Week and acts of kindness (school values) Review of our Curriculum Statement to ensure that Diversity and Community are central drivers in our curriculum. Celebrated diverse cultural events via assemblies and our RE curriculum. Promoted greater understanding of diversity and individual choice via our PSHE curriculum. Beginning to audit books and physical resources to ensure greater diversity representation.

<b>To promote equality of access and improved outcomes for pupils from disadvantaged backgrounds</b>
<b>Why We Have Chosen This Objective:</b>
<b>To provide a sustained positive approach to countering the negative impacts of disadvantage on our most vulnerable pupils.</b>
<b>To Achieve This Objective We Plan To:</b>
<p>Our Pupil Premium Strategy is focusing on the following targets</p> <ol style="list-style-type: none"> <li>1. Improving vocabulary and oracy</li> <li>2. Improving reading, writing and maths outcomes</li> <li>3. Improving behaviour</li> <li>4. Improving attendance</li> </ol>
<b>Progress We Are Making Toward this Objective:</b>
<p>Provision of quality first teaching to all groups of pupils.  Provision of tutoring + targeted adult intervention to selected pupils  Supporting disadvantaged pupils to experience success in all elements of social development as required.  Regular attendance reviews, with specific focus on disadvantaged pupils. Proactive engagement with families to monitor and improve attendance</p>

<b>To support and promote positive mental health for all within the school community.</b>
<b>Why We Have Chosen This Objective:</b>
<p><b>Southway Junior School is committed to positive growth, development, mental health and wellbeing in line with national priorities</b>  <b>We understand that poor mental health has far reaching negative impacts on the development and performance of pupils and staff.</b></p>
<b>To Achieve This Objective We Plan To:</b>
<p>Train and deploy a school mental health lead and mental health first aiders  Ensure all teachers promote pupil voice and positive engagement with learning  Seek and monitor regular mental health assessments for all  Provide avenues of targeted adult support for all</p>
<b>Progress We Are Making Toward this Objective:</b>
<p>ELSA lead in school  Pupil referral systems put in place for teachers to use  Learning Mentor, ELSA, Mindfulness and Thought Full interventions provided for targeted pupils  SDP target – Mental Health and Wellbeing Lead on SLT</p>