



# St Joseph's Infant School

## Equality Objectives

|                        |                                   |
|------------------------|-----------------------------------|
| <b>Date Agreed:</b>    | <b>14<sup>th</sup> March 2022</b> |
| <b>Review Date:</b>    | <b>14<sup>th</sup> March 2023</b> |
| <b>Type of Report:</b> | <b>School Statutory Reporting</b> |

| <b>Revision Number</b> | <b>Date Issued</b> | <b>Prepared by</b> | <b>Approved</b> | <b>Comments</b>         |
|------------------------|--------------------|--------------------|-----------------|-------------------------|
| I                      |                    | ZG                 | LGB             | New objectives set 2020 |
| I                      |                    | LH                 | LGB             | Updated Feb 22          |

**St Joseph's Infant School**  
**Equality Objectives - Information for school website Public**  
**Sector Equality Duty (Updated October 2020)**

**Public Sector Equality Duty**

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

This information can be found in our Equality Policy on the school website. In addition, to this policy, we are also required to publish our Equality Objectives. These objectives have been agreed as part of the School Development Plan and in conjunction with stakeholders of the school.:

**Equality objective 1:** To continue to promote spiritual, social and cultural diversity through all appropriate curricular opportunities with particular reference to issues of equality and diversity.

**Why we have chosen this objective:**

In our increasingly diverse culture and community we want to ensure that everyone feels equally welcome at our school. Every child and adult in our school community should feel respected, safe and cared for regardless of their race, gender, sexuality or religion.

Ensure that diversity is celebrated and recognised as part of our everyday curriculum, assemblies and additional learning opportunities.  
Continue to use Working with Others to promote strong communication and trust between all members of our school community.

**Progress we are making towards achieving this objective:**

WWO is embedded throughout the school. Staff have regular training.

## Review of Objectives

2020-2021

Jan 20- stronger links with feeder Junior School ( St Josephs Junior School ) formerly Central.

- Review of RE curriculum includes a focus of world religions
- Transition for pupils from Year 2 to Year 3 ensured teachers from the Junior school knew pupils and aware of additional needs of some pupils. This meant these pupils needs were met on entry to the junior School
- Regular insets and training on working with others with the Junior school ensured a more cohesive streamlined practise across both schools benefitting all pupils.

2021-2022 Sept- Mar

- Introduction of, provision map information system to support communication between adults in school of all pupil
- Whole school, training for all staff to support pupils with additional needs, this included PDA training and Autism training for support staff
- ELSA works closely with ELSA from the Junior School , to support transition from Year 2 to Year 3

**Equality objective 2:** To continually consider how well the school ensures equality of opportunities for all its pupils.

### Why we have chosen this objective:

We consider it to be vitally important that all pupils have equal access to learning opportunities, extra-curricular activities and future education and will make every effort to ensure that they have this regardless of their circumstances, race, gender or religion.

### To achieve this objective we plan to:

Use our pupil premium strategy to identify needs and gaps in order to support all pupils. Continue to maximise our links with other schools, local community and other sources in order to improve opportunities for all pupils.

### Progress we are making towards achieving this objective:

Strengthened links with St Paul's church.  
Strengthened links with Central CE Academy to improve transition.  
Used Pupil premium money to offer pupils opportunities – extra curricular, school visits, attendance at Before and after school club.

## Reviewed Objective

To continually consider how well the school ensures equality of opportunities for all its pupils.

2020-2021

Jan -September 21

- Father Paul Matthews from St Paul's Church and Christian schools worker Zena Matthews lead a weekly Assembly, which all pupils attend.
- Pupils in the infant school are offered the opportunity to attend Jam club run by Paul and Zena at the Junior school
- All pupils attend 1 session a week for a term of Forest School, supported financially by the school. This provides all pupils the opportunity to participate in extra curricular activities
- After school clubs run for Yr1 and Y2 pupils . These clubs are run by teachers and are offered free of charge
- Pupils have Karate sessions once a week for 1 term a year. This is taught by a peripatetic karate teacher.
- Pupil premium funding used to support pupils eligible for PP to support school trips

September 21- Mar 22

- Following Covid lockdown the school has engaged in a tutoring programme initially for Year 2 pupils to support writing attainment
- Pupil Premium funds support those pupils identified through assessment needing additional academic support. This can be through, 'Better Reading partner,' Interventions groups
- EYFS pupils have the opportunity to attend an afterschool club run by a member of staff