All Saints Church of England Primary School

Equality Objectives Review

Objectives 2022 - 2026

1. To ensure that all pupils can achieve their full potential by identifying barriers to learning and ensuring individuals receive the targeted support they need to make progress

2. To promote a deep awareness, understanding and appreciation of the diversity of our local, national and global communities; and ensure our curriculum and resources reflect the lived experiences and heritage of our pupils

OBJECTIVE 1:
• School has continued to work with the Educational Psychology Service, Primary Behaviour Service, Special School Outreach and MHST to support the minority of pupils who need further support with managing behaviour and emotions • School has completed the Attachment and Trauma Informed Practice training over the course of a year and continued to work with ATAS Buddy – training to all staff has been disseminated and has fed into individual support for pupils • Work has been undertaken to develop further support for pupils in receipt of PPG – Lessons observations and work scrutiny particularly have focused on pupils in receipt of PPG, removing barriers to learning for identified pupils and carefully tracking progress • Learning Gems in each class continue support strong learning behaviours- children talk about how they 'earn' gems with confidence and this supports focus and resilience in class - children can talk about 'bouncebackability' and also nominate their peers for a sparkle card when they have been seen putting a gem into action – Learning behaviours are strong and were identified by Ofsted November 2023 • Daily attendance data (of all absent individuals) is shared with the HT; non-attendance is followed up swiftly; social workers are kept updated by school re: individual cases; letters home and parents invited in to address attendance. Attendance remains above national • Zones of Regulation are used to support children in identifying emotions and providing strategies to enable pupils to flourish • ELSA/Wellbeing Lead – focused work with identified children and drop in support • A new tracking system is in place to track pupil progress of children on SEND register • Staff have received training in Attachment and Trauma, Tracking children with SEN, LSA weekly training; Inclusion lead has attended Tacking Educational Disadvantage training
OBJECTIVE 2:

- We take part in the Inclusion and Diversity Big Staff Meeting twice per year with other Hampshire schools and have signed up to the pledge to ensure we promote IDP - this is part of our school priority plan (SIP)
- We are culturally inclusive through celebrating differences, the texts and images we use, the different children involved in School Council, Cyber Ambassadors etc., and our involvement in the Equality and Rights Advocates group in school
- Our EARA group continue to work with other Primary schools across Hampshire to develop understanding of equality and rights - pupil voice is strong and they lead o this across the school
- Our PTA created a cookbook to celebrate and share the culture of our families – this was very well received and copies are found in all classes
- After our work with the Rights, Diversity and Social Justice Education Adviser, we continue to choose our resources and visuals carefully across the curriculum and on displays
- We continue to review our curriculum in order that it reflects the heritage of our pupils (e.g. changes to our RE LTP) and celebrates diversity (e.g. text drivers)