



Haddenham St Mary's CE School Equalities Objectives 2023-2027

The **Equality Act 2010** requires that schools publish equalities objectives. These need to be specific and measurable. The Haddenham St Mary's School equalities objectives are based on analysis of our data and other evidence. They focus on the areas where we have agreed to take action and tackle disadvantages.

The Governing Board will **regularly review** the progress we are making to meet our equalities objectives.

Objective	Actions	Who?	By When?	What Will the Impact Be?
1. Actively close gaps in attainment and achievement between all groups of pupils in the core subjects; boys and girls, those eligible for free school meals, pupils with Special Educational Needs and disabilities, looked after children and pupils from minority ethnic groups.	<ul style="list-style-type: none"> Regular monitoring of progress of all groups of pupils Action plans in place for any gaps identified in progress Monitoring of interventions to ensure that progress is being made and the most effective interventions are being used Up to date staff training to ensure quality teaching to enable all groups of children to make good progress. 	HT/DH/SENDCO Teaching and teaching support staff	Ongoing	Greater achievement for all groups of pupils enabling them to reach their academic potential.

<p>2. To provide reasonable means for pupils to have meaningful and continuous interaction with people from different backgrounds, cultures lifestyles, generations and identities.</p>	<ul style="list-style-type: none"> • Through curriculum, specialist weeks and relevant timings throughout the year organise activities to explore non-Christian religions and cultures outside the UK. • Ensure an integral part of the curriculum enables opportunities to celebrate the positive aspects of differences • There are activities provided for children to mix with children from other schools not necessarily from the immediate local area. • Ensure that we encourage visits throughout the year from representatives of groups that may not be familiar to our pupils. 	<p>All teaching staff to be involved in planning and organisation.</p>	<p>Ongoing</p>	<p>Children have a greater understanding of similarities and differences and are respectful of others.</p> <p>They have an inclusive attitude and respect for all.</p>
<p>3. To provide equal opportunities for all in terms of staff recruitment regardless of</p> <ul style="list-style-type: none"> • Age • gender reassignment • being married or in a civil partnership • being pregnant or on maternity leave • disability • race including colour, nationality, ethnic or national origin • religion or belief • sex • sexual orientation. 	<ul style="list-style-type: none"> • All posts are advertised formally and open to the widest pool of applicants. • All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice throughout the recruitment and selection process. • Applicants for positions are invited to identify any protected characteristics. 	<p>HT/DH/Bursar</p> <p>Governors</p>	<p>Ongoing</p>	<p>We adopt a flexible and inclusive approach to staff recruitment ensuring that the process is clear, open and fair.</p>