



Equality Objectives, November 2023/24

Our equality objectives relate to the aims of the public sector equality duty (see below). They are also driven by the challenges identified in our school evaluation and reflected in our school improvement priorities and plan.

- Eliminating discrimination and other conduct prohibited by the Equality Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not

Ely St Mary's Equality Objectives 2022/23 Reviewed:

- To improve the attendance rates of pupils eligible for Pupil Premium above last year's attendance (95.59%) and to be in line with the school target 96.5%. *PP attendance 22/23 = 93.37%; ALL attendance 22/23 = 95.13%. Whilst PP attendance is below target, PP attendance was above National All in 22/23. Continue this objective.*
- To promote diversity and cultural development through a rich range of experiences (in and beyond the school and via curricular and extra-curricular opportunities) which are accessible to all. *The school's personal development opportunities were rated as Outstanding by Ofsted. In addition, the children Personal Development Passports now include multiple visits to places of worship (Hindu Temple; Mosque, Cathedral). Music and Sport opportunities are strong and this year we are adding a Art Gallery to the program of visits. Continue objective to embed, identifying visitors to come into school where bus costs prohibit more trips.*
- To implement a clear process to ensure that pupils with literacy difficulties are identified early and offered appropriate support. *Literacy Difficulties Pathway in place. Positive feedback from Ed Psych (referenced as flagship school). Awaiting progress measure for pupils with literac based SEND to further review impact on outcomes. Now to embed.*
- To encourage all children to express an interest in non-stereotyped career options. *Children have been exposed to a wider range of aspirational opportunities and careers including, but not limited to: environmental (Great Fen Project); politics (MP); police; agriculture (G's); Science (workshop); Paralympian; local artists; fire service; local author. Objective Ongoing.*
- To increase the school's understanding of mental health and wellbeing in children and to positively influence policy and practice. *HT completed Senior Mental Health Accreditation. School have an effective policy and intervention pathway in place. School employs knowledgeable and highly effective DSLs and pastoral staff who implement this approach successfully.*

Ely St Mary's Equality Objectives 2023/24 are:

- To improve the attendance rates of pupils eligible for Pupil Premium above last year's attendance (95.59%) and to be in line with the school target 96.5%.
- To continue to promote diversity and cultural development through a rich range of experiences (in and beyond the school and via curricular and extra-curricular opportunities) which are accessible to all.
- To embed the clear process and pathway to support pupils with literacy difficulties with evidenced impact on SEND pupils' English Outcomes.
- To encourage all children to express an interest in non-stereotyped career options.
- To increase children's involvement in developing school antibullying policy, with a particular focus on increasing children's understanding of protected characteristics and reducing the number of prejudice related incidents involving unintended or careless mis-use of terminology.

Equality Objectives

Date agreed: 1 November 2023

Next review due: November 2024