

Willow Park

Equality objectives 2023 - 2026

| Link to the Public Sector Equalities Duty | Protected characteristics | Aim | Objective | Target group | Actions | Who is responsible? |
|---|--|--|--|--|--|---|
| Advance the equality of opportunity | Newly arrived families Religion and/or belief | To ensure all children who are new to the country reach their full potential in reading, writing and maths | To ensure all children who are new to the country and new to English are well taught and that they continue to make expected or above expected progress in all year groups | Refugee and asylum-seeking children and families | Class monitoring of attainment and progress Discussion around strategies for supporting pupils during core group meetings and meetings with EAL lead Training staff as and when required EAL Lead to provide support to class teachers on a regular basis Ensure the Bell Foundation assessment framework is used by the school to identify needs that are addressed through QFT and interventions | Headteacher Teaching staff EAL Lead |
| Advance the equality of opportunity | Special educational Needs | To ensure all children with SEND reach their full potential in reading, writing and maths | To ensure all children with SEND are well taught and that they continue to make expected or above expected progress on an individual basis in all year groups | SEN children | Class monitoring of attainment and progress Discussion around strategies for supporting pupils during core group meetings and meetings with SENDCO Training staff as and when required SENDCO to provide support to class teachers on a regular basis | SENDCO All teaching staff |

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| | | | | | Ensure IEPs or support plans are written, used and reviewed by the school. Ensure needs are identified and addressed through targeted interventions approved by the SENDCo | |
| Eliminate unlawful discrimination, harassment, victimisation and peer on peer abuse | Sexual orientation, race, gender, identity, disability, religion or belief | To prevent and respond to all prejudice comments and behaviour. | To ensure all children feel safer as reported through pupil voice surveys | All children | Review and update existing policies and practice related to negative and bullying behaviour. Staff training for all staff including SMSAs in developing skills in identifying and challenging bullying and peer and peer abuse. Complete regular pupil voice surveys Using JIGSAW as a resource to support. Plan and implement anti-bullying weeks, which address key issues and ensure pupils feel safe in raising concerns. | All staff |

Approved FGB December 2023
Review FGB September 2026