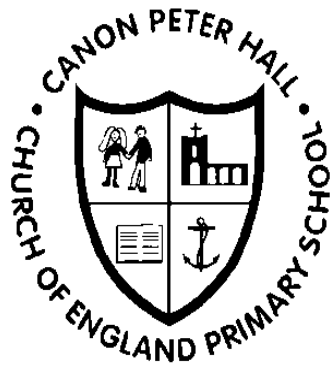


# Canon Peter Hall CE Primary School



## Equality and Duty Objectives

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November 2022

Minuted Governor meeting 17.11.22

To be reviewed July 2023

Minuted Governor meeting – 12.10.23

## **Introduction**

At Canon Peter Hall CE Primary we will prepare children for the next stage of learning and link with businesses to show children the world of work is no different to the world of school. We will give them the best, as only that is good enough. We are committed to removing the barriers for our pupils. We support children to develop the skills for life to ensure all our pupils leave Canon Peter Hall privileged as they have been opened up to the world of work and know local, national and global businesses are awaiting their applications.

Children will know, 'mistakes can be forgiven and new choices can be made' and we will support individuality to ensure all children feel valued. We will never judge or presume... we will listen and support.

## **Our curriculum**

At Canon Peter Hall we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. To further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives which will be reviewed annually and may be changed as a result

**Equality Objective 1:** To improve the outcomes for pupils with SEND (PWSSEND) on those in receipt of Pupil Premium Funding (PPF) Our reason for this objective: COVID-19 has had greatest impact for the most vulnerable pupils

### **We will know we have achieved this when:**

- The gap between PWSSEND and pupils with no identified SEND reduces.
- The gap between pupils in receipt of PPF and non-PPF reduces
- To ensure the progress of PWSSEND is more in line with that of their peers
- To ensure the progress of pupils in receipt of PPF is in line with that of their peers

### **How we intend to achieve this objective?**

- Through Quality First Teaching
- Teachers delivering high quality intervention
- Where TAs deliver intervention they receive relevant high quality CPD to enable no identified differences in the quality of teaching and learning
- Interventions which are recommended by the EEF or have proven impact will be delivered to our pupils

**Equality Objective 2:** To improve the well-being for our pupils and staff

### **We will know we have achieved this when:**

- Our pupils and staff have gained the knowledge, opportunities and skills to develop positive mental health and, strategies when challenges arise.
- Our pupils and staff know the phrase, 'only you can do it' but will understand they may need to ask for help from others.
- We achieve at least 80% of the targets/objectives set out within the Senior Mental Health Lead Action Plan have been achieved by July 2025
- Our attendance matches that of what was achieved pre COVID
- When outcomes in our pupil/staff questionnaires are significantly positive in outcomes

### **How we intend to achieve this objective.**

- Through coaching and high quality CPD in developing staff knowledge, opportunities and skills
- Working with outside agencies – Compass Go to deliver high quality intervention
- Through our shared vision
- Through a working, progressive action plan led by the SMHL
- Through intense monitoring and removing 'family' barriers for attendance
- Address outcomes from pupil/staff questionnaires

**Equality Objective 3** - To open up the world of work and opportunities for all our pupils. Remove barriers, including employment barriers and stereotyping.

### **We will know we have achieved this when children leave us being able to:**

- Carry out a presentation, interview and team task with confidence and can demonstrate at least 80% of the world of work concepts (jigsaw display) within their career's day interview
- Complete an application letter/form and celebrate their individual skills, individual personalities and be proud of who they are.
- Listen to others, support others and know where they 'fit' in their community – they have a sense of belonging and worth

### **How we intend to achieve this objective.**

- Continuing our Y6 apprentice project
- Continuing to engage with local, national and global businesses
- Continue our world of work programme
- We achieve at least 80% of the targets/objectives set out within the Senior Mental Health Lead Action Plan that link to confidence, happiness, well-being and knowing, 'only you can do it'

The objectives outlined within this document will ensure there is no discrimination in opportunities against the 9 protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation