

Equality Objectives: Reviewed September 2025

Objective 1: Reduce the use of racist, homophobic, and other derogatory language among pupils

Rationale:

- Suspension data and internal behaviour data show some use of racist language among pupils
- Aligns with school's vision and values of 'equality' and 'respect'
- Addresses OFSTED comment about needing to further embed aspects of the PSHE curriculum, specifically around relationships

Objective 2: Increase pupil understanding and appreciation of diversity within the school community

Rationale:

- School has a highly diverse pupil population with over 30 languages spoken and a majority Muslim community
- Aligns with school's vision and values of 'equality' and 'respect'
- Addresses OFSTED comment about pupils not being fully confident in discussing relationships and diversity

Objective 3: Ensure all pupils, regardless of protected characteristics, have equal access to extracurricular activities and leadership opportunities

Rationale:

- School has a high proportion of disadvantaged pupils and those with SEND
- Aligns with school's vision and values of 'ambition' and 'equality'
- Addresses OFSTED comment about the school providing many opportunities for pupils to take on roles and responsibilities

Action Plans

Objective 1: Reduce the use of racist, homophobic, and other derogatory language among pupils

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Ongoing staff training on recognising and addressing discriminatory language	Headteacher	Training materials, external facilitator	Ongoing	All staff can confidently identify and respond to discriminatory language
Review and update the school's behaviour and relationships policy to strengthen procedures for addressing discriminatory incidents	Headteacher, Inclusion Lead	Existing behaviour policy, Annually examples of best practice		Revised behaviour policy clearly outlines procedures for addressing discriminatory incidents
Deliver assemblies and PSHE lessons on the importance of respect, diversity, and inclusion	Headteacher, PSHE Lead	Assembly plans, PSHE curriculum resources	Ongoing	Pupil voice shows increased understanding of the importance of respect and inclusion

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Healthy Minds Pupil Group to promote positive messages and challenge discriminatory language	Pastoral lead, Mental Health in Schools Team	Meeting space, resources for group activities	Termly	Diversity group actively promotes inclusion and challenges discriminatory language

Objective 2: Increase pupil understanding and appreciation of diversity within the school community

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Audit the school's curriculum to ensure it reflects the diversity of the school community	Curriculum Lead, Subject Leads	Curriculum planning documents, staff input	Annually	Curriculum audit identifies opportunities to better represent diversity
Organise cultural celebration events and activities to showcase the diversity of the school community	Headteacher	Funding for resources and activities, community partnerships	Ongoing	Increased participation and positive feedback from the school community
Develop a programme of assemblies and PSHE lessons focused on diversity, inclusion, and challenging stereotypes	Headteacher	Assembly plans, PSHE curriculum resources	Ongoing	Pupil voice shows increased understanding and appreciation of diversity

Objective 3: Ensure all pupils, regardless of protected characteristics, have equal access to extracurricular activities and leadership opportunities

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review the school's extracurricular and leadership opportunities to identify any barriers to participation	Enrichment Lead	Participation data, staff and pupil feedback	Annually	Barriers to participation identified and addressed
Actively promote extracurricular and leadership opportunities to underrepresented groups, such as pupils with SEND and those from disadvantaged backgrounds	Enrichment Lead, Pastoral Lead	Targeted communication, funding for subsidies	Ongoing	Increased participation from underrepresented groups
Provide additional support, such as transportation or equipment, to ensure all pupils can access extracurricular activities	Enrichment Lead, Business Manager	Funding for support, partnerships with local organisations	Ongoing	All pupils can access extracurricular activities regardless of their background or circumstances

Child-Friendly Objectives

1. We will make sure everyone is kind and respectful to each other, and that no one uses words that hurt or make others feel bad.
2. We will learn more about the different cultures, religions, and backgrounds of the people in our school, and celebrate the things that make us all special.
3. We will make sure that everyone has the chance to join in with clubs, sports, and other fun activities, no matter who they are or where they come from.

Impact Statement

By successfully completing these equality objectives, Pye Bank CE Primary School will create a more inclusive and welcoming environment for all pupils, regardless of their protected characteristics or background. The use of discriminatory language will be reduced, and pupils will have a greater understanding and appreciation of the diversity within their school community. All pupils will have equal access to the wide range of extracurricular activities and leadership opportunities available, ensuring that every child can thrive and reach their full potential. These changes will contribute to the school's vision of "learning together, learning to be together, and sharing God's love", fostering a sense of belonging and community that celebrates the unique qualities of each individual. The positive impact of these objectives will be seen in improved pupil wellbeing, stronger relationships between pupils, and increased participation and engagement in all aspects of school life.