



Equality Objectives

2023-2027

At Shakespeare Primary School and Nursery, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, age, gender, transgender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: Pupil Outcomes

Teachers and leaders will analyse pupil achievement by race, gender, disability or socioeconomic background and act on any trends or patterns in the data that may indicate the need for additional support for individuals or groups of pupils.

Objective 2: Curriculum

All areas of the curriculum and learning environments will promote role models, authors and significant people that pupils can positively identify with and which reflect the school's diverse population.

Objective 3: Recruitment

- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity ·
- School will encourage people from under-represented groups to apply for positions at all levels of the school structure.
- All vacancy application forms include a short statement on equal opportunities.
- The equalities policy and practice is covered in all staff inductions.

Monitoring and reviewing objectives

We review and update our equality objectives every two years and report annually to the governing body on progress towards achieving them.

We involve and consult staff, pupils, governors and parents and carers.