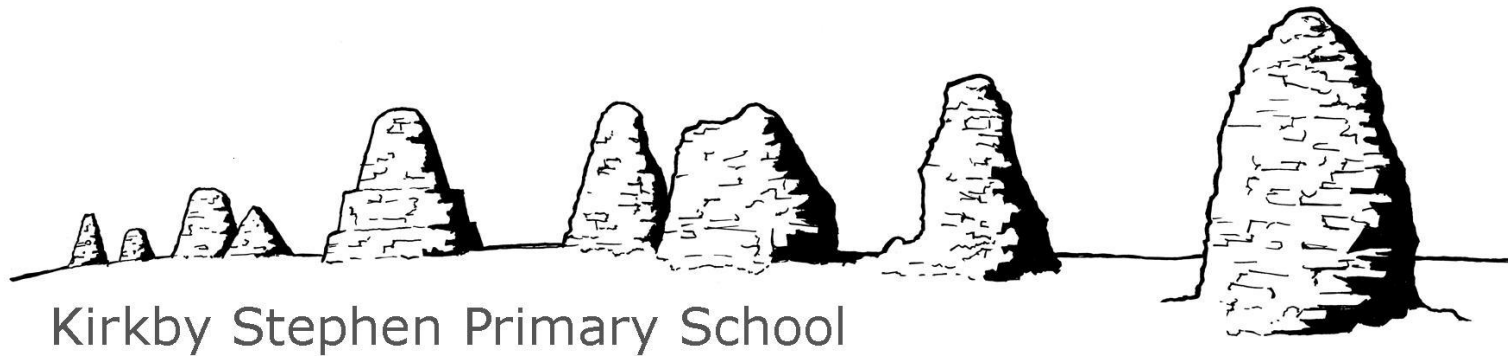


KIRKBY STEPHEN PRIMARY SCHOOL



OBJECTIVES & ACTION PLAN 2026-2030

Equality Objectives Plan 2026-2028

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Link to Public Sector Equality Duty	Protected Characteristic/ Equality Group	Aim	Equality Objective	Action and key people responsible	Dates from and to:	Indicator of Achievement
EO Equality of Opportunity	All	The difference between outcomes for Pupil Premium children and all other children decreases. Targeted groups identified and appropriate interventions implemented leading to improved outcomes at the end of the academic year	To improve the progress and attainment of all disadvantaged pupils so that the difference between their outcomes and those of other pupils nationally decreases.	Data Analysis termly. Progress and attainment by groups monitored through tracking system. Analyse different groups of pupil progress and achievements across the school and act on any trends or patterns in the data that require additional support for pupils. Provide intervention groups where necessary. Monitor the impact of the intervention. (All Staff)	September 2025 – ongoing	Pupil books Monitoring Shared support we put in place for Pupil Premium with Ofsted. Pupil Progress Meetings and assessment analysis. Pupil Profiles identify barriers which often impacts education and supportive measures are put in place.
EO Equality of Opportunity	All	To increase participation of disadvantaged/ vulnerable pupils in enrichment activities.	Participation and self-esteem are improved	Recognise and represent the talents of disadvantaged/ vulnerable pupils (All Staff)	September 2025 – ongoing	Participation of disadvantaged/ vulnerable pupils in enrichment activities increases
EO Equality of Opportunity	All	To improve attendance of disadvantaged children.		Half termly monitoring with Attendance officer to identify persistent absentees and agree follow-up actions including working with families. Regular meetings with W&F Early Help lead to discuss next steps with targeted families. Involvement with other outside agencies where appropriate. Regular communication to parents regarding importance of regular attendance and punctuality. HT and AO All Staff	September 2025 – ongoing	Attendance of PP children is in line with national
FGR (Fostering Good relations)	Racial equality and community cohesion	To ensure children encounter images of diversity in all aspects of their learning which will give them a deeper knowledge and understanding of race and cultures.	For pupils to have positive visual images throughout their education which show and promote diversity	Develop, promote and monitor resources purchased that reflect diversity and promote awareness of other cultures eg. dolls, different types of families, languages etc. Audit the curriculum to input more diversity eg. black women scientists. (Curriculum Leaders) Invite outside agencies to work with year 5 and year 6 race and the impact of racism. Audit the amount of dual language books and cultural books. Purchase relevant books for classrooms. (AHT-R) Invite different people into school from different workforces to act as role models and inject our value of ambition into the children. (All Staff)	September 2025 – ongoing	More diversity reflected in school across all year groups.

Equality of Opportunity	Disability equality	Knowledge and understanding of a range of SEND improves across the school by adults and children. Bank of resources developed to support teachers when dealing with a range of mental health issues.	To ensure that pupils with Special Educational Needs and Disabilities have equal access to the curriculum and are making good progress.	Provide specific INSET to staff on a range of specific SEN and disabilities and how to effectively plan and teach children with SEND. (SENCo) Deliver regular training sessions to TAs on different areas of SEND. (SENCo) Ensure displays and resources reflect the diversity of society including people with additional needs and/or disabilities. (All Staff) Invite speakers / visitors to school assemblies and workshops to promote awareness of specific SEN or disabilities. (SENCo)	September 2025 – ongoing	Evidence of knowledge and understanding of a range of SEND improves across the school by adults and children
	Sexual Orientation, Gender and Marriage & Civil Partnership	To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities.	The school community understands that we live in a diverse country that recognises celebrates and tolerates different views faiths and cultures. Children can talk about their families without hesitation or being judged. A reduction of negative comments from pupils to other pupils.	Purchase more child-friendly books that celebrate differences in sexual orientation and different types of families. (PSHE Lead) Subject leads are looking into how we can improve the quality of PSHE lessons this year. Circle Time sessions to include differences and the effect of bullying	September 2025 – ongoing	
Equality of opportunity	All	To ensure that the SLT and the Governors are clear about their responsibilities in the recruitment and selection of staff	Recruitment procedures ensure equality for candidates and that the recruiting panel recruit the best person to the role Staff reporting improved sense of inclusion	Review Policies/ Procedures relating to recruitment and staffing and ensure alignment with LA/national guidance Improved data collection and monitoring of equality information relating to staff	September 2025 – ongoing	Feedback from candidates on the process indicates fairness. School staff reflect diversity
Equality of Opportunity	Race/Religion or Belief/Disability	To ensure the content of school meals meets the need of all race and faith groups and those with specific health needs	Increased take-up of school meals	Liaise with school meal providers and parents/carers to develop a menu acceptable to all.	September 2025 – ongoing	Increased take-up of school meals – variety in types of school meals served to reflect differing cultures
FGR (Fostering Good relations)	Disability	To better understand the needs of disabled parents/carers within our school community	Improved access and communication with disabled parents/carers	Gather and record information relating to disabled parents as necessary	September 2025 – ongoing	Information obtained and access & communication improved.