Equality Objectives 2021-24 LEAD: *Sash Hamidi*

Number	OBJECTIVE INTENT FOR PRIESTMEAD PRIMARY, THE WELLDON PARK ACADEMY & THE PEGASUS PARTNERSHIP TRUST:	IMPLEMENTATION: Actions	Time Scales	IMPACT: How will we know? Milestones?	EVALUATION: Review and Reflections…
1	**THEME: Leadership and Management** **AREA: Whole school approach** School leaders are committed to equality at all levels. The school will adopt an equality policy promoting and protecting those characteristics for which we must have due regard. Ensure that a whole school approach to educating for equality is understood and implemented by all staff, parents/carers, and those in governance across the Trust.	1. Establish a staff equality discussion group across the Trust 2. Meet to discuss how each protected characteristic is celebrated and included within each academy 3. Invite Parents/Carers to review the staff equality discussion group outcomes 4. Collectively review the equality(?) policy	Start Jan 2022 Spring Term 2022 Autumn 2022 Spring 2023	- All stakeholders feel heard and can evidence equality in practice at both academy and at Trust level - Reducing or zero incidences of discrimination against the protected characteristics	
2	**THEME: Leadership and Management** **AREA: Staff training** All staff will receive CPD on unconscious bias to raise awareness of examples of discrimination or prejudice either within the Trust or within society. Staff will feel more confident when dealing with race/gender-related incidents in their academy and with parental engagement.	1. Ensure all staff have been effectively inducted with the new equality policy agreed to by all stakeholders 2. Collect and evaluate data from 2021-22 to identify the impact of Objective 1 and where there are strengths or concerns 3. Training to be provided on unconscious bias against a protected characteristic 4. Monitoring and evaluation	Autumn 2022 Spring 2023 Spring/Summer 2023 Ongoing	- Children and staff model equality and can articulate how it was or would be addressed when seen - Children and staff voice confidence in their academy that equality is given a high profile and applies to everyone	

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3	**THEME: Quality of Education** **AREA: Teaching/curriculum review and design** The curriculum is used proactively to develop knowledge and understanding of anti-racism, inclusion, disadvantage, and gender equality- increase the number of reading and library books which feature characters from different socio-economic, cultural, and ethnic backgrounds which reflect the academy's community, and have themes of diversity and equality. Promote life in modern Britain	1. The curriculum (including units of work, resources, displays) is reviewed for equalities content- staff will identify and challenge negative or patronising images, stereotypes and myths in texts and illustrations with a view to better representation 2. Equality identified in curriculum planning through the academy's approach e.g. Rights Respecting School, Character Education 3. Create an Equalities budget in each academy's budget 2022-2023 to specifically track the investment in equality linked curriculum resourcing	Ongoing Ongoing By July 2022	- Children value a relevant curriculum and can articulate what it means to them - Greater harmony between all children and appreciation of everyone's differences - Improvement in academic achievement through resourcing and education	
4	**THEME: Quality of Education** **AREA: Pupil Premium Spending & Impact** That children from disadvantaged backgrounds will perform at least as well as national by Y6 in Reading, Writing and Maths and in attendance	1. Each academy to critically evaluate and revise Pupil Premium spending linked to evidence-based research, and implement the agreed actions. 2. Year on year improvement against national data for attainment and attendance.	By September 2021, 2022 and 2023 In July 2022, 2023 and 2024	- Data shows an upward trend in both attainment (2019: 51% ARE, 5% ARE+ nationally) and progress (Read -0.6, Write -0.5, Maths -0.7)	