



# Northfield Primary and Nursery School Equality Objectives

<b>Equality Action Plan</b> <b>Rationale for Objective 1:</b>	<b>Success Criteria</b>	<b>Governor Involvement</b>	<b>Monitoring &amp; Evaluation Methods</b>	<b>Reporting Progress</b>
<p>Our curriculum content and resources are not fully representative of wider society. The general equality duty requires us to foster positive relations between different groups.</p> <p>“While leaders promote British Values, pupils do not have enough opportunities to develop a secure and deep understanding of these. This means they cannot explain these well or give examples of how they are lived out within school life and beyond. Leaders should review the curriculum to identify and maximise every opportunity to promote pupils’ understanding of British Values within and across subjects.” (Ofsted, November 2022)</p> <p><b>Protected characteristics covered:</b></p> <ul style="list-style-type: none"> <li>• age</li> <li>• disability</li> <li>• race</li> <li>• sex</li> <li>• gender reassignment</li> <li>• maternity and pregnancy</li> <li>• religion and belief</li> <li>• sexual orientation</li> <li>• marriage and civil partnership</li> </ul>	<p>Our curriculum content and resources, including books, reflect wider society and prepare pupils well for life in Modern Britain.</p> <p>Children in all year groups will have increased opportunities to develop a strong sense of their identity and an understanding of their similarities and differences to others – everyone is diverse.</p> <p>Stereotypes will be challenged.</p> <p>Staff will have received training and are confident in their subject knowledge of British Values and protected characteristics.</p> <p>Pupils will be more aware of all protected characteristics and can articulate at an age-appropriate level, giving examples of how they are lived out within school life and beyond.</p>	<p>Nominated link governor for equality</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p>	<p>Review of this action plan (termly)</p> <p>Subject leaders monitor their curriculum/lesson plans and implementation termly to ensure <b>equality, diversity and inclusion (EDI)</b> is incorporated through learning walks, book looks and environment reviews.</p> <p>Through conversations with children (pupil voice questionnaires)</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p> <p>Subject Leader Action Plans</p>
<p><b>Objective 1: To improve curriculum provision in order to increase understanding of diversity, equity, inclusion and belonging for all stakeholders including staff, pupils, governors and parent/carers.</b></p>				



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Equality Action Plan Rationale for Objective 2	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p>Outcomes for boys in year 6 are well below national average (2023 leavers)</p> <p>A similar outcome reflected in current year 5 and 6 (2023 cohorts)</p> <p><b>Protected characteristics covered:</b> Gender</p>	<p>Boys in all year groups will have opportunities to build their confidence and fluency in reading – issues around lower engagement in reading addressed.</p> <p>Boys in all year groups will have texts available in school that appeal to them.</p> <p>There is an improvement in outcomes for boys in reading.</p> <p>Boys in school tell us that they enjoy reading and have access to high quality texts (including the library).</p>	<p>Nominated link equality governor.</p> <p>Focused governor visits</p> <p>Finance Committee (oversight of training &amp; resource budget)</p> <p>T&amp;L Governor has oversight of curriculum</p>	<p>Through conversations with boys (pupil voice questionnaires).</p> <p>SLT monitoring of reading folders.</p>	<p>School SEF</p> <p>School Improvement Plan</p> <p>Head Teacher Report to Governors</p> <p>Link Governor Visits</p>
<p><b>Objective 2 To raise the attainment of boys in reading by the end of Year 6</b></p>				



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Equality Action Plan	Success Criteria	Governor Involvement	Monitoring & Evaluation Methods	Reporting Progress
<p><b>Rationale for Objective 3</b></p> <p>There are a number of individuals at Northfield with a disability (including pupils, staff and other stakeholders).</p> <p>Pupils with SEND had a lower attendance in the 2022/23 academic year of 93.8% compared to 94.2% for all pupils.</p> <p>Pupils with SEND had higher levels of persistent absenteeism of 20.5% compared to 16.1% for all pupils in the 2022/23 academic year.</p> <p>Visitors to the school (including parents/carers) may have a disability or mobility issues.</p> <p><b>Protected characteristics covered:</b> disability</p>	<p>Pupils with SEND have an improved attendance.</p> <p>Children with SEND (disability) will receive the opportunity to participate in school visits with support or adaptations where necessary.</p> <p>All pupils will know that disability is a protected characteristic.</p> <p>Through the curriculum, texts and assemblies, pupils will see disabled individuals that are positive role models.</p> <p>School events are fully accessible to all.</p> <p>School liaises with PDSS as and when required.</p>	<p>Nominated link equality governor.</p> <p>Focused governor visits</p> <p>Attendance discussed at Strategic Development committee.</p> <p>Finance Committee (oversight of training &amp; resource budget)</p>	<p>Pupil voice - SEND leader</p> <p>Health and Safety Governor Visits with site manager and members of Pupil Parliament.</p>	<p>Head Teacher Report to Governors</p> <p>Site manager to HT/DHT (Health and Safety)</p>
<p><b>Objective To promote equality of opportunity for pupils and other stakeholders with a disability.</b></p>				