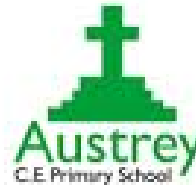


Austrey and Newton Regis CE Primary Schools

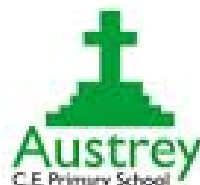


Equality Objectives September 2022 - 25

Equality Objective	Protected Characteristics	Success Criteria	Responsibility	Monitoring
Monitor and analyse incidents of racial and homophobic language and bullying within school and as an SLT target groups or themes with focussed teaching and learning.	Ethnicity and Race Sexual Orientation	<ul style="list-style-type: none"> ➤ Staff are trained in how to identify, log and manage incidents that do occur. ➤ Racist and homophobic incidents are reduced each year over the next 3 years. 	HT / DHT (Assessment Lead)	<p>February 2023 Staff have received training from Head of School Support on how to log incidents on CPOMs and all staff are using this confidently. Since September 2022 there has been one logged incident of racist language none of racist bullying. There have been no logged incidents of homophobic language or bullying. This is a reduction from the previous academic year.</p> <p>February 2024 New staff have been trained and are confident in logging incidents on CPOMs. There has been no logged incident of racism, homophobic language or bullying. There has been one logged incident of online bullying that happened at home, so parents were informed and it has been dealt with and not repeated.</p>
Improve understanding of LGBTQ+, racial, ethnic, gender, age,	Ethnicity, Race Sexual Orientation	<ul style="list-style-type: none"> ➤ Collective Worship is increasingly more inclusive, supportive, and diverse in its coverage of religions and 	HT / DHT / Subject Champions	<p>February 2023 Collective worship has a multi-faith approach as well as using images showing Christianity as a global faith. (see 'Celebrating Diversity outside of our Curriculum' Document)</p>

Agreed by Governors: Summer 2022
Review: Summer 2025

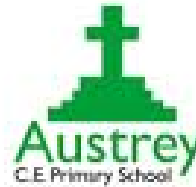
Austrey and Newton Regis CE Primary Schools







Equality Objectives September 2022 - 25

<p>disability, and religious diversity through all curriculum subjects as well as through collective worship, extracurricular activities, trips, visits and visitors to school</p>	<p>Gender, Age and Disability</p>	<p>representation of people. It is an opportunity for pupils to experience diversity through content, context and visitors.</p> <ul style="list-style-type: none"> ➤ As a Christian school we will continue to teach a robust RE syllabus based on a core understanding of the Christian faith - supported by an understanding of the similarities and differences with other faiths. We will plan for RE teaching to be stimulating through trips to places of faith and inviting visitors into school. ➤ The curriculum is increasingly diverse and representative of people from a range of 	<p>We follow Understanding Christianity and the SACRE Coventry and Warwickshire Syllabus. Understanding Christianity units also allow us compare and contrast with other world faiths e.g. on theme of Freedom and Justice, pupils also study the non-religious code of living (Humanists). All pupils have experienced a Story Tent Day based on the theme of 'How it all Began?' When I thanked the parents who was invited in the read the Islamic creation story the reply was "Thank you for your message. My pleasure! I'm really glad they enjoyed it. It was so great to see children exposed to the 'big questions' and having such valuable insight into different belief systems at such a young age. Thank you for your continued efforts and for involving me!"</p> <p>Y3 pupils have linked with Olive School through the Faith and Beliefs forum virtually but have yet to meet face to face since COVID</p> <p>Our curriculum has been planned carefully to ensure diversity in all subjects (see 'Celebrating Diversity in our Curriculum' document. A curriculum review stated 'Leaders have created a curriculum that strongly promotes and celebrates diversity. This has been a key component in the curriculum construction. When talking to children about their learning, they would independently volunteer historical, artistic, and scientific role models from a range of communities and backgrounds'.</p> <p>We continue to use JIGSAW to proactively teach protective characteristics and celebrate difference.</p> <p>We have a display in the hall that promotes Birmingham Pride 2022 and the participations of BDMAT as part of this event</p>
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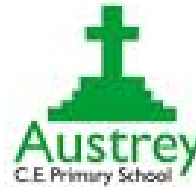
Austrey and Newton Regis CE Primary Schools



Equality Objectives September 2022 - 25

		<p>backgrounds, ethnicities and race.</p> <ul style="list-style-type: none"> ➤ Explicit teaching of anti-racism and sexual orientation through PSHE ➤ Displays, lesson inputs and worship represent global diversity ➤ We will ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity. The curriculum will promote role models and sufficient individuals that children positively identify with, and which reflect diversity of race, gender, sexual orientation and disability. 	<p>We continue to purchase books for the school library and classrooms that promote all protective characteristics.</p> <p>February 2024</p> <p>We continue to follow Understanding Christianity. The SACRE Coventry and Warwickshire Syllabus is being rewritten and will be launched in April 2024. The RE Subject champion has attended all if the training and conferences and has disseminated this during CPD sessions. All teachers have also completed training for their relevant year group. Understanding Christianity units also allow us compare and contrast with other world faiths e.g. on theme of Freedom and Justice, pupils also study the non-religious code of living (Humanists). The new SACRE syllabus will be focusing on a World Views approach enabling pupils to have a greater understanding of the similarities and differences of world religions. We continue to use JIGSAW to proactively teach protective characteristics and celebrate difference. Y3/4 have continued the strengthen the partnership with Olive School and met with children from Olive school for a morning on 15/1/24.</p> <div style="display: flex; justify-content: space-around;">     </div> <p>Y1/2 classes visited the mosque on 7/6/23 and had an amazing experience A Story Tent Day is arranged for Newton Regis in Summer 2024</p>
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Austrey and Newton Regis CE Primary Schools



Equality Objectives September 2022 - 25

		<ul style="list-style-type: none"> ➤ We will continue to purchase a range of books that show different family make ups. 		
Monitor and analyse achievement by race, gender and disability and act on any trends or patterns in the data that requires additional support for pupils.	Ethnicity, Race, Gender Disability (SEND)	<ul style="list-style-type: none"> ➤ Trends are identified and targeted ➤ Negative trends in data are improved over time ➤ Progress gaps are measured and narrowed over time ➤ There are no clear trends in academic data for pupils with protected characteristics. 	HT/ Maths Lead / English subject champions	<p>February 2023 SLT have termly data meetings with the Director of Education. Due to the small cohorts within the schools, leaders can discuss pupils at an individual level as well as by protective characteristic. Pupil progress meetings focus on individual pupils, their barriers and how we are overcoming them.</p> <p>February 2024 SLT have termly data meetings (now rebranded as School Effectiveness meetings) with the Director of Education and school improvement partner. Due to the small cohorts within the schools, leaders can discuss pupils at an individual level as well as by protective characteristic. Pupil progress meetings focus on individual pupils, their barriers and how we are overcoming them. Case studies have been written for pupils who exceed expectations and who do not meet their target based on their individual starting points.</p>