



PEAR TREE
COMMUNITY
JUNIOR SCHOOL

With trust & care we will grow & flourish

Equality Objectives 2023-28



Approved at the Full Governing Body Meeting 17th October 2023

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.

Objective	Strategies	Outcomes	Time Line	Goals Achieved
To ensure equal access and participation in the school's curriculum and enrichment activities (tracked by gender and ethnicity)	Audit and update Curriculum – is it representative? Role models clearly identified Analyse enrichment activity participation Use INSIGHT to track engagement (Leuven scales –Engagement & involvement)	The curriculum is fully reflective of the school and wider community. Participation is at least in line with % of groups in school	2023-24	
To increase understanding of equality and promote understanding, tolerance and respect of different faiths and cultures.	Curriculum and environment audit (alongside Primary Parliament) Embed RE curriculum Purchase and utilise a range of books by different authors and with central characters who are from different faiths and cultures.	The curriculum is fully reflective of the school and wider community.	Fully embedded by July 2024	
To challenge stereotyping and avoid negative language and labelling based on sex, gender, ethnicity and sexual orientation.	Ongoing staff CPD – access to Trust materials Clear T&L expectations based on evidence informed practice	Expectations is high for all pupils. All pupils make accelerated progress regardless of prior attainment.	Fully embedded by July 2025	
To allow equal access to information for all parents regardless of race	School Website School YouTube Channel MarvellousMe Verbally and written translated materials.	Communication is shared top all parents in an appropriate format.	Continued development over 2023-28 Regular stakeholder views being sought leads to Improvements	
To ensure the school environment is as accessible as possible to all pupils with a disability (as recognised by the Equality Act)	Accessibility plan in place Business and site action plan Use of devolved funding to make site improvements	The majority of the school site is accessible to all pupils and visitors. Reasonable short term and long-term adjustments are made where necessary	Continued development over 2023-28 Investigate lift access to second floor by 2028	