



## Pear Tree Community Junior School Equality Objectives 2021-2025

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 <i>(Tracked by groups Girls/Boys/PP/Ethnicity)</i>	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	2021-22 Ongoing	
To Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition	Communication and Language Hub support in place 4 Is (induction, Intervention, Immersion and Integration) process	All new arrivals go through a clear induction process. Initial assessment allows for appropriate intervention leading to immersion and integration into school life.	2021-22	
To reduce prejudice and increase understanding of equality through the curriculum 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 2022	
To move beyond personal bias and stereotyping and to model teaching and learning behaviours that set high expectations for all and avoid labelling.	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 2022	



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To close the gap between performance of all pupils in the school and pupils nationally	Assessment cycle (administer, analyse, action, assess impact) in place Weekly Year Group Provision meeting School Termly Pupil Progress meeting	Pupil attainment at Pear Tree by the end of KS2 is in line with all pupils nationally.	Gap closed by July 2023	
To allow equal access to information for all of our parents.	School Website School YouTube Channel MarvellousMe Verbally and written translated materials.	Communication is shared top all parents in an appropriate format.	Ongoing. Regular stakeholder views being sought leads to Improvements	
To ensure that the school environment is as accessible as possible to all pupils, staff and visitors	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	Ongoing  Investigate lift access to second floor by 2025	