



Pear Tree Community Junior School Equality Objectives 2018-2022

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.

| Targets | Strategies | Outcomes | Time Line | Goal Achieved |
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| To Improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition | In class, teachers will select pupils to buddy/mentor new arrivals. Teachers to make early assessment of EAL needs and identify appropriate interventions. | New pupils are supported and interventions put in place to ensure a positive transition to | September 2018 – July 2019 | New process in place Use of Bell Foundation Materials for Pupils New to English and Early Acquisition of English |
| To reduce prejudice and increase understanding of equality through direct teaching across the curriculum and promote understanding and respect for differences. | Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures. | To promote understanding. Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training. | April 2018 – Develop new curriculum (Intent) Sept 2018 – July 2019 Implementation 2019 – 2022 – review and refine | New whole school and PSHE Curriculum framework in place across all year groups |
| To raise awareness of different faiths and cultures | Arrange a programme of visitors from different faiths to run workshops across all year groups. Arrange visitors from different cultures to lead whole school workshop. Arrange to visit places of worships. Assemblies to cover a range of faiths and cultures. Teachers follow new RE scheme covering a range of religions Develop a rolling programme of RE weeks based on a major world religion | Pupil perceptions will show that children respect different faiths and cultures. Children participate in assembly discussions showing curiosity and respect. Teachers plans demonstrate new RE scheme is being covered across all year groups | April 2018 – Develop new curriculum (Intent) Sept 2018 – July 2019 Implementation 2019 – 2022 – review and refine | New RE planning developed based on world religions |
| To move beyond deterministic notions of 'fixed ability' and to model teaching and learning behaviours that set high expectations for all and avoid labelling | To embed teaching and learning guidelines Challenge stereotypes and low expectations Create language of assessment | All pupils make at least good progress | Teaching and Learning Guidelines – Jan 2018 | Teaching and Learning Guidelines shared with staff |



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| | Action research into how pupils learn best. | Staff awareness of how pupils learn is increased | ongoing | New assessment procedures in place. Language used now attainment not ability |
| To close the gap between performance of all pupils (across all groups) in the school and pupils nationally | To embed teaching and learning guidelines to ensure at least good teaching throughout the school To embed assessment procedures to ensure robust tracking To hold challenging pupil progress meetings to ensure all pupils are making good progress relative to their starting points To develop specific and targeted interventions to close the gap for identified pupils | Pupil achieve in line with their peers nationally | Ongoing | Learners interventions used in all year groups to target pupils |
| To allow equal access to information for all of our parents. | Keep website up to date which includes Google Translate function Provide key documents in appropriate home languages and visuals Develop a new model for parents' evening To research and implement innovative approaches for parent engagement including the use of apps | All parents receive high quality and timely information that ensures all parents are engaged in their child's learning | 2019 - 2022 | Website developed and set up MarvellousMe Introduced to engage parents |
| To ensure that the school environment is as accessible as possible to all pupils, staff and visitors | To develop a long term vision for the site Develop an accessibility plan with clear actions and milestones Research available funding for incorporating a lift into the school Improve the entrance and reception area | The school site is welcoming and accessible to all. The whole of the main site is accessible to all | ongoing | Vision created and communicated to architect. |