



Parkside
Primary School

Equality Objectives

May 2025

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For pupils

Objective	Action	Disability	Age	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternity	Sexual orientation	Gender reassignment	Marriage/Civil Partnership	Evidence	Key person
To maintain and extend work on understanding and celebrating the diversity of local, national and global citizens	*RE curriculum *School prayer *Mission statement *School visits *Extend Global links *Links with local secondary schools *School events *Regular Diversity themed assemblies *Cultural food event *Black History Month	✓	✓	✓	✓	✓	✓	✓	✓	✓	Resources (including pictures and other physical resources) reflect our local, national and global community. Display Books Photographic scrapbooks Pupil voice Curriculum work Parent/carers survey	SLT History coordinator Geography coordinator

	*Links with local care home *Become a Rights Respecting school											
To narrow any gaps in attainment and performance of groups e.g. boys and girls, pupil premium and non-pupil premium, SEN, EAL	*Diminish the difference between the percentage of disadvantaged pupils and non-disadvantaged pupils working at the expected standard at the end of KS2 in reading and maths. *Reduce the percentage of persistent absence for all groups especially SEN support/EHC plan. *Improve the attendance of all pupils especially FSM, boys and SEN support. *Increase the percentage of	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A	Pupils make expected or better progress in all areas. Analysis shows that the school is diminishing the difference between identified groups. Family Fisher Trust SONAR End of Key stage data Pupil progress meetings Pupil Premium data Pupil Voice data	SLT

	pupils attaining a higher standard in KS2 in maths and reading *Use of effective collaborative work in the classroom											
To continue to monitor the books in our Bus library and reading corners to ensure that they reflect our diverse school and community	*Continue to audit the books to ensure they represent different cultures, ethnicities and family make ups. *We also ensure that books are reflective of the RSHE curriculum.	✓	✓	✓	✓	✓	✓	✓	✓	✓	More books are available to children of all backgrounds. Pupil Voice	GB SLT Literacy Coordinator
All disabilities are acknowledged, discussed and celebrated across the school community. Pupils of all needs are able to access all parts of the school curriculum.	*Diversity day *Themed assemblies *Use of effective collaborative work in the classroom	✓	✓	✓	✓	✓	✓	✓	✓	✓	Children with disabilities are as independent as possible according to their individual needs. Training records Pupil Voice Parent/carer & staff surveys	Governing Body SLT SENDCo

To ensure that the learning environment and curriculum reflects the diversity of the school community.	*Governors meeting to discuss protected characteristics. *Audit *Diversity learning walk *Regular curriculum reviews *Assemblies *Curriculum *Government guidance	✓	✓	✓	✓	✓	✓	✓	✓	✓	Classrooms Books Curriculum maps Photographs School website X Instagram Facebook Pupil Voice Parent/carers survey Staff survey	Governing Body SLT
To ensure that all pupils have equal opportunities and empowered to actively challenge stereotypes. All members of the school community actively promote equal opportunities and the curriculum actively challenges stereotypes.		✓	✓	✓	✓	✓	✓	✓	✓	✓		SLT All staff
Children demonstrate respect for and understanding of issues relating to sexual orientation.		✓	✓	✓	✓	✓	✓	✓	✓	✓		PSHE coordinator Governing Body
		N/A	N/A	N/A	N/A	N/A	✓	N/A	N/A	N/A		SLT PSHE coordinator Governing Body
Evaluation												

For staff

Objective	Action	Disability	Age	Gender	Ethnicity	Religion/Belief	Pregnancy/Maternit	Sexual orientation	Gender reassignment	Marriage/CP	Evidence	Key person
To train all staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the academic year	Chair of Governors, Business Manager, Headteacher and Deputy Headteacher trained in safer recruitment.	✓	✓	✓	✓	✓	✓	✓	✓	✓	Certificates	Headteacher Chair
To fully embed different families, celebrating difference and diversity across the whole school.	Cultural Diversity/EID day – Summer 2024	✓	✓	✓	✓	✓	✓	✓	✓	✓		SLT

To implement and review H (RSE) to ensure it is inclusive of different types of relationships and identities and that all resources use are current and reflect the new curriculum.	Review implementation of new policy, procedures and scheme Review materials that are used to teach H(RSE).	✓	✓	✓	✓	✓	✓	✓	✓	✓	Specific work about different relationships and identities. All children feel fully confident in talking about different sexualities, relationships and identities.	PSHE coordinator Headteacher
To continue to develop staff expertise in supporting pupils with disability.	Staff awareness training. Specific training. Links with Whitefield outreach support Flourish). Partnership work with CAMHS and Educational Psychologist.	✓	✓	N/A	N/A	N/A	✓	N/A	N/A	N/A	Pupils engage and fulfil their potential in all aspects of school life. All staff are fully knowledgeable and develop the skills to allow this to happen.	SENDCo SLT
Staff to develop understanding of gender reassignment and related issues amongst children	Training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	N/A		Target ongoing

We want our whole school community to feel proud of their identity and ability to contribute and participate fully in school life.

Signed by:Chair of Governors