



William Penn Equality Objectives Plan 2023-2026

| Objective | Success Criteria | Lead Person | Timescale | Review |
|---|--|----------------------|-----------|--------|
| To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity. | The curriculum reflects the school's commitment to equal opportunities and the pupils understanding of this ideal is greater. School policies and procedures promote equality of opportunity and all staff are aware of our responsibility with regards to the equality act. The school curriculum promotes tolerance of all groups, celebrates diversity and develops an understanding of British Values together with our school's vision and values, i.e. equality and friendship are embedded into our day to day practice. Teaching of R.E. promotes an understanding of different beliefs. To use events like the World Cup, Olympics and significant WWI and WWII events to explore other cultures. | Headteacher Staff | 2023-2026 | |
| To reduce prejudice and increase understanding of equality through direct teaching across the curriculum. | As above | Headteacher Staff | 2023-2026 | |
| To promote cultural development and understanding through a rich range of experiences both in and beyond the school | Pupils' range of cultural experiences is greater and understanding is therefore increased. | Headteacher Staff | 2023-2026 | |
| To continually consider how well the school ensures equality of opportunities for all its pupils. | There is an equality focus to school systems and procedures such as the School Evaluation and Improvement Plan and review of school policies. Monitoring and tracking is used to identify barriers to learning (involving teaching staff in this process). Reasonable adjustments are in place for these children and staff monitor the impact of these on attainment and progress. | Headteacher Staff | 2023-2026 | |
| To tackle prejudice and promote understanding in relation to people with disabilities | People are seen as individuals and their specific needs are understood and appreciated. | Headteacher Staff | 2023-2026 | |