



Values Education' is about understanding what is important to us individually, within our families and as a whole school community.

Equality Objectives Plan

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Where possible we offer translation or explanation of written communication. Please contact the school office if you require forms/paperwork in any other format.

Our Vision;

Our vision is to be an excellent, God-centred, values-based, community-focused school where everyone is welcomed, encouraged and included. Our children will develop as creative, determined learners and responsible citizens inspired to achieve their God-given potential and live life in all its fullness. We will foster understanding, tolerance and forgiveness within our caring Christian community.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, age, sex, gender identity, sexual orientation, marital status, disability, religion and belief, or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils is monitored by race, sex and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment, which champions respect for all. At Silsoe Lower School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Objectives

Objective 1 – To ensure diversity is central to the curriculum			
Action	Lead	Target Date	Review/Outcome/End of cycle impact assessment
Staff meeting CPD to be held to clarify understanding of the school's policy and protected characteristics	SLT	February 2023	
Subject leaders to complete an audit of diversity and representation in their subject area	Subject Leaders	March 2023	
Subject leaders to create action plan to identify changes that can be implemented within their subject	Subject Leaders	March 2023	
Review of curriculum to check impact and suggest further changes for the next academic year	Subject Leaders Class Teachers	July 2023	

Objective 2 – Students and wider community to have a clear understanding of the fundamental British Values of democracy, individual liberty, rule of law, mutual respect and tolerance through the curriculum and extracurricular opportunities.

Action	Lead	Target Date	Review/Outcome/End of cycle impact assessment
Implement 'Picture News' into class worships which has a focus on contextualising British Values	Class Teachers	September 2022	
Staff meeting CPD to further extend teachers understanding of the SMSC curriculum with a focus on spiritual learning	Head Teacher	March 2023	
Staff CPD to embed and secure understanding of British Values	SLT	March 2023	

Objective 3 – To continue to promote an inclusive environment that meets the needs of all students irrespective of age, disability, gender identify, sex, race, religion or belief and sexual orientation.

Action	Lead	Target Date	Review/Outcome/End of cycle impact assessment
Further develop our calendar of events to increase awareness and promote inclusivity of the protected characteristics	SLT Subject Leaders Class Teachers Teaching Assistants	July 2023	
Monitor and evaluate the effectiveness of the PHSE programme	Subject Lead	July 2023	

Objective 4 – To promote cultural development and opportunities for enrichment and personal growth through a rich range of experiences both in and beyond the classroom.

Action	Lead	Target Date	Review/Outcome/End of cycle impact assessment
Audit of children who are accessing extra-curricular opportunities	Class teachers	December 2022	
Identify barriers to children attending extra-curricular opportunities	SLT PP lead	March 2023	
Review the schools educational visits and opportunities to ensure a board range of cultural experiences and identify any changes needed for 2023/2024	SLT Class teachers	July 2023	