



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

## Equality Objectives Plan

Author: S.Boyle

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Review Date: November 2026

**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**

<b>Objective 1 – To ensure diversity is central to the curriculum</b>			
<b>Action</b>	<b>Lead</b>	<b>Target Date</b>	<b>Review/Outcome/End of cycle impact assessment</b>
Annual staff update/CPD to be held to clarify understanding of the school's policy and protected characteristics, in line with our school vision and ethos.	SLT	Annually in September, Whole school INSET	
Subject leaders to complete an audit of diversity and representation in their subject area, particularly where the curriculum has been reviewed and further refined.	Subject Leaders	November 2024	
Subject leaders to create action plan to identify changes that can be implemented within their subject	Subject Leaders	November 2024	

Review of curriculum to check impact and suggest further changes for the next academic year	Subject Leaders Class Teachers	July 2025	
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**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
Further develop the implementation of 'Picture News' in class worships which has a focus on contextualising British Values. Establish and develop pupil led Picture News worship.	Class Teachers, RE lead	September 2024	
Annual staff meeting/CPD to further extend teachers understanding of the SMSC curriculum with a focus on spiritual development	Head Teacher, RE lead	Annually,	
Staff CPD to embed and secure understanding of British Values	Head Teacher, RE lead	Annually,	

**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	Ongoing. Review at the end of each academic year	
Monitor and evaluate the effectiveness of the PHSE programme. Refine and update where necessary	Subject Lead	July 2024	

**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, PP lead and office	Ongoing. Review each term	
Identify barriers to children attending extra-curricular opportunities and implement plan to address.	SLT PP lead	Following each review	
Review the schools educational visits and opportunities to ensure a broad range of cultural experiences and identify any changes needed for the next academic year	SLT Class teachers	Annually, in July.	