



Townlands C of E Primary Academy Equality Information and Objectives 2025-2028

Objective 1 - Linked to promotion of Equality, Diversity and Inclusion

To prepare pupils for life in a diverse society, by promoting an understanding and respect for differences.

Why we have chosen this objective:

Learning will reflect and celebrate diversity, so that pupils become better citizens in their communities. We want our community to embrace the uniqueness of the human race and develop an understanding of a range of issues pertinent to the protected characteristics as part of their education provision.

To achieve this objective we plan to:

- Highlight the importance of a diverse and inclusive curriculum
- Celebrate all pupil's work through displays around school; irrespective of gender, disability, ethnicity, religion
- Pastoral team/PSHE coordinator to upskill staff on how to celebrate self-identify
- The PSHE curriculum is monitored to explore opportunities for celebrating diversity
- Collective worship and educational trips/visits include ones that promote and celebrate diversity
- Monitor the curriculum (e.g. art, science, English) so that children experience different cultures and people of influence
- Texts used within school show a representation of diversity, demonstrated either through author, theme, illustration or character
- All children to have a safe and respectful space where they are free to express their thoughts without judgement – school reflection area
- To continue to embed our Christian Values, as deeper understanding will allow children to explore issues of equality, diversity and inclusion
- Through spiritual development children will develop an awareness of and respect for other peoples' beliefs and faiths and the ability to articulate their own

Objective 2 - Linked to Pupil Attendance/Pupil Premium

To embed the importance of good attendance within the culture of the whole school community to secure equality of opportunity for all pupil engagement, attainment and progress.

Why we have chosen this objective:

We aim to increase attendance for all groups of children; as being in school is important for a child's academic achievement, wellbeing, and wider development. It is the key mechanism to support children and young people's educational, economic and social outcomes.

To achieve this objective we plan to:

- Our Attendance Team will work collaboratively to support improved attendance through pastoral work and follow up with families as well as tracking attendance data and identifying children at risk
- Attendance review meetings include a specific focus on disadvantaged and SEND children
- Weekly attendance patterns will be monitored
- Onward referrals to outside agencies for support with attendance
- Updates to governors on school attendance via Headteacher report
- Communicate regularly with specific parents/carers around how we can support them further
- Provide mental health and wellbeing support for children through our mental health practitioner, pastoral team and the provision of safe space
- Use communication via Headteacher newsletter to promote the importance of good attendance

Objective 3 - Linked to Pupil Attainment and Progress/Gender, Race and Disability

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Why we have chosen this objective:

Our internal data, which is discussed termly at Pupil Progress Meetings, indicates an inequality of attainment/progress across KS1 and KS2 for certain groups in relation to their starting points.

To achieve this objective we plan to:

- Monitor the progress of all groups.
- Provide appropriate targeted support where necessary, to support all groups to make progress from their starting points.
- To ensure all pupils receive quality first teaching.
- To provide targeted interventions.
- Updates to governors on school attendance via Headteacher report

Objective 4 – Linked to community cohesion

To further develop the school's role in promoting community cohesion - maintaining and developing the school as the 'heart' of the community. Raise achievement of all children through developing partnerships with parents, carers and families.

Why we have chosen this objective:

Improved communication empowers parents/carers to support and make improved decisions for their children.

To achieve this objective we plan to:

- Headteacher presence at key events
- Re-invigorate the school newsletter for parents/carers
- SEND coffee morning
- Townlands Facebook page
- Parent/carers phonics workshops
- Parent/carers SATs workshops
- Parent/carers RSE workshop
- Parent/carers E-safety workshop
- Strengthen links between the school and the local and wider community including charitable organisations, St Simon and St Jude Church

Objective 5 – Linked to mental health and wellbeing

Ensure school's approach to mental health and well-being is part of a consistent whole school approach.

Why we have chosen this objective:

Good mental health and wellbeing is essential for school pupils. It helps pupils to learn effectively, cope with day-to-day challenges, and develop into resilient young adults.

To achieve this objective we plan to:

- Mental Health Awareness Day activities
- Work alongside the mental health team
- Pastoral Team to provide a structured environment with clear expectations in order to support pupils (Flourish programme)
- Review use of SEND and pupil premium resources to provide support for children with mental health difficulties
- Intervene early to create a safe and calm environment and strengthen resilience before serious mental health problems occur
- Develop an effective mental health and wellbeing strategy so that pupils are resilient and to support good mental health and wellbeing

Objective 6 – Linked to promotion of Equality, Diversity and Inclusion

Provide guidance for all staff and governors on equality, diversity and inclusion

Why we have chosen this objective:

To ensure our staff and governors are equipped with the tools needed to support our pupils and their parents/carers

To achieve this objective we plan to:

- To observe good equalities practice in staff recruitment, retention and development
- Provide specific CPD to staff/governors on equality and diversity training
- Report and update governors via the Headteacher report
- Support teaching staff to identify opportunities in the curriculum:
 - to look at other cultures/countries, famous people from ethnic minorities
 - celebrate diversity through collective worship, enrichment and curriculum subjects