Wellgate Primary School
Equality Objectives 2022 ~ 2024

Objective 1	To further develop the accessibility of information relating to school life for parents/carers with difficulties accessing written language (e.g., parents/carers with EAL, SpLD etc.)		
Actions	**Who**	**Obstacles/Potential Issues**	**Evaluation**
Speak to parents/carers with additional needs e.g. EAL, SpLD to further clarify issues faced and identify possible ways to make information more accessible	SENCO Classteachers PSA	Identifying parents/carers with such needs in order to consult them.	
Identify and agree a range of accessible formats to be available to parents/carers on request and publicise to parents/carers. Ensure that language used in school publications is as straight forward as possible	Headteacher SLT Admin PSA	Potential cost of providing different formats Staff time to prepare alternative formats	
Encourage parents/carers with difficulties accessing written English to make themselves known to school so that support can be provided e.g. parents/carers signing up for SchoolComms so that they can use text to speech software	Head Admin PSA	Reluctance of parents/cares to approach school about this	

Objective 2	To further develop opportunities for children to engage with people from different ethnic/religious/cultural backgrounds in order to raise children's awareness of the multicultural world in which they live.		
Actions	**Who**	**Obstacles/Potential Issues**	**Evaluation**
Invite people from other cultures into school to provide the children with 'rich and real' experiences of different faiths/cultures and religious backgrounds	RE Leader SLT	Cost implications	
Plan Interfaith/Cultural Weeks to raise children's awareness of different religions/cultures and look at ways of engaging parents/carers in this	RE Curriculum Leader with support from other staff	Cost implications for Subject Leader Time	
Develop links with a school, or schools, internationally to provide children with an opportunity to engage with children from other cultures	Head with support from other staff	Relies on willingness of partner school(s) to engage	

Objective 3	To raise aspirations among children and parents/carers and raise awareness of a career options for all children, challenging gender stereotypes.		
Actions	Who	Obstacles/Potential Issues	Evaluation
Deliver bi-annual 'Careers Day' inviting parents/carers, individuals, companies and organisations into school to speak with the children about their roles/careers	PHSEE Leader	Willing participants due to their work commitments	
Plan a series of assemblies focusing on aspiration through the academic year	SLT	None identified	
Plan and deliver a series of Circle Time sessions focusing on aspirations and the future.	Class Teachers SENDCO PHSEE Leader	Class teachers may need support to identify appropriate resources	
Work with the local community including Darton College, Barnsley College and further education institutions to provide children with opportunities to engage with and understand the next steps in their educational journey. Arrange for children to experience 'taster days/activities' with these institutions.	SLT Phase Leaders Classteachers	Cost of transport to such locations events Availability/Capacity of institutions to support	
Consider ways to encourage parents/carers to be aspirational for their children and to encourage their children's aspirations.	All staff	Parents/Carers own personal experiences	

Objective 4	Improve the provision and achievement for identified groups of pupils to close any gaps between them and their peers: Disadvantaged, EAL, SEN and any other group identified as with a protected characteristic		
Actions	Who	Obstacles/Potential Issues	Evaluation
Ensure Pupil Premium Strategy identifies correct actions and is regularly evaluated See Pupil Premium Strategy	SLT Governing Body	None identified	
Develop and implement innovative strategies and high quality first teaching informed by research practice and which reflects the mastery approach	SLT	Cost implication (cover time)	
Identified teaching areas requiring improvement to be addressed through INSET/CPD	SLT	Time to embed CPD to ensure maximum attainment and progress	
Sharing of best practice within and across both schools i.e. class, group and individual activities	All staff	Cost implication (cover time)	
ICT to be used effectively to engage and stimulate all children (especially the boys) as an effective lead into learning; visualisers, iPads, blogs, websites, challenges	All Staff Sarah Roantree SLT	Money to purchase all the necessary equipment	