

Equality Objectives

2024

Cleves Primary School is committed to ensuring equality of opportunity in line with the *Equality Act 2010*. We want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

Objective 1

Advance Equality of Opportunity Between People who share a protected characteristic and those who do not.

- All staff and children in school have the right to be respected, the right to learn and right to be safe and this is embedded in all aspects of school life.
- Questionnaires to gain feedback from pupils, parents and carers, governors and staff.
- Continue to promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice.
- Continue to monitor recruitment and retention of staff at Cleves Primary School.
- Continue to track enrichment and out of school activities ensuring that these are made accessible to all pupils, including those with disabilities and special educational needs.

Objective 2

To provide an environment that celebrates and respects diversity.

- To continue to purchase books and resources which represent our whole school community so that these are evident in all classrooms and learning spaces.
- To ensure that displays celebrate the school's diverse community.
- Ensure that positive role models and the achievement of different ethnic groups are reflected in our school curriculum.
- The school will continue to champion diversity and equality by signing the Race at Work Charter.
- Diverse ethnicity is routinely celebrated and not limited to Black History Month.

Objective 3

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.

- Continue to ensure equality of access for all pupils.
- Continue to track pupil progress through analysis of assessment data and Pupil Progress meetings.
- Targeted interventions will be tracked to ensure pupils make sufficient progress.

Ethnicity & Enrolment		
Number on roll (excl. nursery)	408	
Bangladeshi	184	37.94%
Pakistani	103	21.24%
Indian	61	12.58%
White Eastern European	20	4.12%
Any other mixed background	17	3.51%
Sri Lankan Tamil	14	2.89%