

# Oak Grange Primary School

## Equality Objectives and Action Plan 2024-2027



Our aim at Oak Grange is to provide an inclusive and supportive environment where all pupils, regardless of their background or abilities, have equal opportunities to learn and succeed. This will lead to improved progress and attainment for all students, fostering a culture of respect, understanding, and equality within our school community.

Our school values of; to be kind, to be curious and to be respectful will promote our inclusive culture.



That they know how build positive and **kind** relationships so that they may thrive.

That they are **curious** to seek out new experiences and know the wonder of the world.

That they have **respect** for themselves, for others for their community and for the wider world

**Global citizens**-We will develop an eco-friendly school from day one and learn how we can look after our local environment of school and community &the wider world.

**Right attitudes for life** - We believe that the five attitudes we promote enable children not only to learn effectively but to engage in life successfully.

**One of a kind** - We will celebrate each child as an individual and nurture self- worth and a sense of identity.

**Wonder and awe** - We will embrace enquiring minds, encourage curiosity, promote creativity and develop new knowledge and skills.

### Objective 1:

To enhance understanding and respect for diversity within our school community

### Objective 2:

To ensure equal opportunities and access for all pupils, including those with SEND

### Objective 3:

To monitor assessment data regularly to prevent disadvantages for children in protected groups.

### Objective 1

Action	Responsibility	Timeline	Success Criteria
Engage with our new families to understand the various, cultures, celebrations, events, social groups and traditions that we can celebrate in school. (via questionnaire)	PHSE Coordinator	Throughout the academic year	
Integrate diverse perspectives into the curriculum	Subject Coordinators Curriculum lead	Ongoing	Inclusion of diverse content in lesson plans
Hold a culture and belonging day- children can come to school in something that represents them belonging- could be tradition dress, Rainbows outfit etc	HT/Curriculum lead	Termly	Attendance and positive feedback from participants

### Objective 2

Action	Responsibility	Timeline	Success Criteria
Provide additional support for pupils with SEND	SENCO and Support Staff	Throughout the academic year	Improved progress and attainment for pupils with SEND
Review and adjust teaching strategies for inclusivity	Teaching Staff	Termly	Implementation of inclusive teaching practices
Regularly assess and monitor progress of pupils with SEND	SENCO	Termly	Progress tracking and intervention when necessary

### Objective 3

Action	Responsibility	Timeline	Success Criteria
Collect and analyse assessment data by protected characteristics	PHSE lead	Termly	Identification of disparities and areas needing improvement
Implement targeted interventions based on data analysis	Senior Leadership Team	Annually	Closing the attainment gap for protected groups
Communicate findings and progress to staff and stakeholders	School Leadership Team	Regularly	Increased awareness and understanding of equality issues

To continue to raise awareness of protected characteristics with both adults and children.	Staff team	Termly	Staff are confident to tackle and report incidents. Children have an understanding and awareness of protected characteristics.
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Long Term objectives	Action	Responsibility	Timeline	Outcome
Ensure all aspects of Health and Safety round the site are addressed to enable a safe and accessible environment for all children	Develop the use of Every to record health and safety compliance. Regular site meetings with HT, SBM and caretaker to address H&S concerns. SLT to lead staff with plans to ensure areas of need are developed in time and can be actioned appropriately. Review of facilities is done well in advance to ensure most up to date provision can be made.	SLT	Ongoing	Oak Grange facilities are the best they can be and move with the needs of the pupils.
Staff are trained in a variety of support interventions to be able to provide an immediate and effective service to the community.	SLT keeps up to date on how children can be supported and invest in appropriate staff to prove the service required to meet the needs of all children.  Ensure links to Healthy Schools team. School counsellor referrals	SLT	Ongoing	Staff are well trained and prepared.
Children have experience of a wide range of cultures, beliefs and understanding of the diverse nature of their wider community	Children have highlighted activities and visits to a diverse range of experiences. Make connections with a local, more diverse school and arrange joint activities	SLT	Ongoing	Children can speak confidently about differences in culture by with respect and understanding about these.

### Child Friendly Objectives

1. **We will learn about different cultures and ways of life to be kind to everyone.**
2. **We will make sure everyone gets the help they need to do well in school.**
3. **We will check how everyone is doing in school to make sure no one is left behind**

