



Equality Objectives for Julian's Primary School (2025–2028)

Based on Julian's school context, vision, values, and previous objectives, and aligned with the Public Sector Equality Duty, the following equality objectives are proposed:

1. Equality Objectives

Objective 1:

Continue to reduce gaps in attainment and participation between more vulnerable children including those pupils entitled to Pupil Premium, those with English as an Additional Language (EAL) and their peers by implementing targeted support and monitoring progress.

Addresses: Advancing equality of opportunity (PSED requirement 2)

Objective 2:

Continue to deal effectively with the incidence of bullying and discriminatory behaviour related to protected characteristics, including race, disability, gender, and language, through whole-school initiatives and staff training.

Addresses: Eliminating discrimination and other prohibited conduct (PSED requirement 1)

Objective 3:

Promote understanding and respect for diversity by embedding cultural awareness and inclusive practices across the curriculum and school community activities.

Addresses: Fostering good relations across all characteristics (PSED requirement 3)



2. Action Plan

Objective 1: Continue to reduce attainment and participation gaps for vulnerable pupils	
Actions	- Analyse attainment and participation data for vulnerable pupils termly. - Develop and implement targeted interventions. - Provide staff training on effective teaching strategies. - Engage parents/carers of vulnerable pupils through focused work on key drivers for engagement.
Person Responsible	Inclusion team, Senior Leadership Team (SLT)
Resources Needed	Data analysis software, teaching resources, translation services, staff training budget
Time Frame	Ongoing with termly reviews; full implementation by end of academic year 2026
Success Criteria	- Reduction in attainment gap between vulnerable pupils and all by 2026. - Increased vulnerable pupil participation in extracurricular activities. - Positive feedback from vulnerable parents/carers on engagement and support.



	- Staff demonstrate improved confidence in supporting vulnerable pupils (via surveys).
Objective 2: Continue to deal effectively with bullying and discriminatory behaviour	
Actions	- Review and update the anti-bullying and behaviour policy to explicitly address protected characteristics. - Conduct regular staff training on equality, diversity, and anti-discrimination. - Implement pupil-led initiatives (e.g., school council, school ambassadors and consider introducing diversity ambassadors). - Monitor and record incidents of bullying/discrimination with follow-up actions through CPOMs. - Raise awareness through assemblies and campaigns.
Person Responsible	Designated Safeguarding Leads (DSL), Inclusion and Pastoral Teams
Resources Needed	Updated policy documents, training providers, pupil leadership support, monitoring tools
Time Frame	Policy update and staff training by end of term 1, ongoing initiatives throughout each academic year
Success Criteria	- Reduction in reported bullying incidents related to protected characteristics. - Increased pupil awareness of equality and anti-bullying (measured via surveys).



	- Staff trained and confident in managing discriminatory behaviour. - Active pupil-led equality initiatives sustained annually.
Objective 3: Promote understanding and respect for diversity	
Actions	- Audit and enrich curriculum content to include diverse cultures, religions, and perspectives. - Organise cultural and community engagement activities. - Embed diversity and inclusion themes in assemblies and school values promotion. - Provide staff training on inclusive teaching and cultural competence.
Person Responsible	DHOS with responsibility for Wider Curriculum Lead, SLT
Resources Needed	Curriculum resources, community contacts, budget for events, training materials
Time Frame	Curriculum audit by term 2 of 2025; ongoing events and training annually
Success Criteria	- Curriculum reflects diverse perspectives across subjects. - Positive pupil and parent/carers feedback on cultural events. - Increased pupil understanding and respect for diversity (survey evidence). - Staff demonstrate inclusive teaching practices.



3. Child Friendly Objectives

- 1. Help all children to do well in school and join in all activities.**
 - 2. Make sure everyone feels safe and happy by stopping bullying and being kind to everyone.**
 - 3. Learn about and celebrate different cultures and ways of life so we all understand and respect each other.**
-

4. Impact Statement

By successfully completing these equality objectives, Julian's Primary School will ensure that all pupils, especially those who are more vulnerable, have fair opportunities to succeed and participate fully in school life. The school environment will be safer and more welcoming, with a clear reduction in bullying and discrimination. Pupils and staff will develop a deeper understanding and respect for diversity, reflecting the school's values of respect, integrity, creativity, excellence, and resilience. This will contribute to an inclusive and caring community where every pupil can thrive educationally and personally, supporting the school's strategic aims and meeting the expectations of the OFSTED inspection framework.