Fiddlers Lane
Community Primary School
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Equality Objectives Report

Objective 1

To review and update the curriculum in each school to ensure that it has a greater impact on the cultural understanding and awareness of different religious beliefs and different ethnic groups within our community. This should be reflected in the development of an understanding of fundamental British values (FBV) across the trust.

Fundamental British Values are defined as:

- Understanding Democracy
- The rule of Law
- Individual Liberty
- Mutual respect and tolerance of different faiths

The impact of this curriculum will be monitored as part of our teaching and learning reviews.

Actions

-An assembly theme overview has been created including British values
-Curriculum drivers have been developed- Active citizens
-An enrichment overview is in development to ensure that there is coverage across the whole curriculum
-A book spine that reflects diversity and culture has been devised and new books are being purchased to support this.

Objective 2

To endeavour to ensure that governance and representation of staff in leadership roles is reflective of the local community by developing a proactive recruitment and retention strategy.

The impact of this will be monitored at trust level during the annual staffing review for each school and the approval phase of each governing board's membership.

Actions

- Job postings that emphasize the importance of diversity and inclusion
-A new induction plan has been created for new staff members
-The Prestolee Pathway has been developed to ensure that all staff are given opportunities
-Identified staff have been offered the opportunity to complete an NPQ

Objective 3

To mitigate the difference between the attendance and attainment of disadvantaged pupils

Actions

-We now hold bi-weekly inclusion meetings identify and track vulnerable groups and identify children at risk of low attendance and attainment
-The attendance lead, champion and attendance officer engage with families to understand barriers to attendance and achievement (the attendance officer works with the local high school which enables us to have links with families who have older siblings)
- We track attendance and attainment data regularly to identify trends and areas for improvement