

Stoke Hill Federation Equality Objectives – 2021-2025 (2023 update)

Objective	Why we chose it	Steps to achieve it	Progress so far Summer 2023
Raise awareness of equality and diversity through the implementation and embedding of the new statutory Relationships, Health and Sex Education curriculum	Statutory Both SIPs	Regular teaching to be taking place in both schools, following the curriculum laid out in the policy	Policy in place Teaching resources in place, Jigsaw now in place at both schools.
Raise awareness of unconscious stereotyping and work together to change this	Federation SIP	No Outsiders programme now used across the Federation.	No Outsiders programme part of RSHE policy and being taught at both schools.
Ensure the school calendar reflects the diversity of the school population and allows opportunity to reflect on and celebrate different cultures and religions.	We want to acknowledge and reflect the diversity of our school community	Federation diversity calendar reviewed annually and adapted to take account of current school community Collective worship/assemblies used to highlight and explore special days/awareness months	Calendar exists but was created separately at each school this year
To narrow the gap in attainment of those identified as disadvantaged children (eligible for PPG) and those not so.	Lockdown	Use of catch-up funding Right to Read project (2021 – Y3/4) Year 2 Phonics catch up groups – teacher led	Third Space Learning tutoring at SHJS Teacher-led interventions at SHINS TA-led interventions
To monitor and analyse pupil achievement by race, gender, disability and pupil groups such as disadvantage and act on any trends or patterns in the data that require additional support for pupils.	Ongoing monitoring	The introduction of Insight Data package is allowing school leaders to see patterns of academic progress across all pupil groups.	Next steps: patterns to be used to impact planning.
Continue to maintain a zero tolerance approach to discriminatory language, reporting any and all incidents to Governors and DCC	Ongoing monitoring	Clearly identified CPOMs areas to ensure accurate recording and identification of incidents.	Next steps: patterns to be used to impact planning and the use of external agencies if appropriate, such as PCSOs

