



# Wansdyke School

## Equality Objectives

September 2021- July 2024

Schools are required to update their published Equality Information each year, and in addition, must have **at least one Equality Objective** that the school can focus and work on for a period of up to four years.

<b>Objectives</b>	<b>1) To address pupil mental health and wellbeing as part of our commitment to preventing and addressing mental health difficulties as a result of the two national lockdowns.</b>	<b>2) To increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance</b>	<b>3) To create a culture of zero-tolerance on all issues of bullying behaviour and discriminatory language including derogatory use of language aimed at LGBT.</b>	<b>4) To ensure that all pupils have equal opportunity to access the curriculum and make appropriate progress relative to their abilities.</b>
<b>Specific</b>	Embed Thrive and reinstate ELSA support when possible. Identify pupils who may require early mental health issues for support Make use of the MHST initiative being trailed at Wansdyke	Embed the Discover R.E scheme and evidence its impact on pupil knowledge of other cultures and faiths. Increase the religious visits/ talks/ experiences, especially beyond Christianity.	Ensure staff are clear with the Behaviour and Attitudes and Anti-bullying policies Ensure pupils have clear routes to report bullying. Embed Jigsaw PSHE to address issues such as difference and sexual orientation	Ensure our curriculum allows access for our SEND learners. Have clearly scaffolded support and interventions for keep up and catch-up.
<b>Measurable</b>	Language of Thrive is observed in the day-to-day classroom conversations. Thrive assessments and follow up actions are taking place and impact evaluated	Ensure each class has a visit/ talk / experience relating to R.E each year. Ensure upper KS2 include an Islamic representative	Racist Incidents reduced from previous academic year (2) and perpetrators of racist bullying do not reoffend. Derogatory language is challenged by all staff as well as within the PSHE lesson (noted in planning)	SEN pupils achieve regularly in lessons. Planning is clearly adapted and scaffolded to support all learners in the classroom. IEP targets are regularly achieved. Interventions lead to closing the attainment gap
<b>Attainable</b>	Further staff trained in Thrive and build capacity for this to be delivered within the school. Continue staff CPD around Thrive CPD from MHST	Plan when and where in the curriculum different visits and experiences can take place Use Wiltshire Council R.E subject support to make links	Design a clear reporting method for pupils where incidents are reported in the moment rather than several days later. Ensure pupils know what bullying is.	Review our curriculum offer Ensure quality first teaching meets the needs of all our learners Right intervention at the right time for the right child.

		with other religious organisations		
<b>Time-bound</b>	<b>September 2021- July 2024</b>	<b>September 2021- July 2024</b>	<b>September 2021- July 2024</b>	<b>September 2021- July 2024</b>