 **St Michael’s CE Bamford Primary School- Equalities Objectives 2021-2023**

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| Equality Objective 1 |
| To ensure that our ethos is fully inclusive and promotes respect |
| Actions |
| - Ethos Team to promote values in displays around school- SCARF embedded into new RHE Curriculum to challenge stereotype and discrimination through pro-active teaching about diversity and difference- Re-teaching about different families, same love in worship- Oct 2021 |
| Intended Impact/Outcomes | Monitoring and Evaluation |
| School family remains strongFew incidents, dealt with effectivelyChildren’s language is inclusive | Questionnaire resultsIncident records and racist etc returnsObservation and discussion with pupil teams |

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| Equality Objective 2 |
| To ensure we provide a high quality education for every child |
| Actions |
| - Monitoring of learning outcomes includes analyses of vulnerable and other groups and action is taken as a result of any discrepancies in achievement- Expectations of staff are high for every child |
| Intended Impact/Outcomes | Monitoring and Evaluation |
| - all children achieve above or in line with national expectations in comparable subjects- work analysis demonstrates high achievement in all subject areas for all children | Data analysis and comparisionCurriculum Team monitoring and evaluation of pupil work and pupil voice reflects all groups |

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| Equality Objective 3 |
| To develop anti-bullying practice by the embedding of restorative practice and conflict resolution as tools of our anti-bullying ambassadors, empowering a group of children to take a lead in behaviour management |
| Actions |
| - establish anti-bullying ambassadors across Years 3-5- train children in conflict resolution and restorative practices- provide opportunities for children to develop a role within school recognised by all children and staff as supportive of children struggling with friendships |
| Intended Impact/Outcomes | Monitoring and Evaluation |
| - ambassadors are empowered to act appropriately to help manage conflict and use restorative practice, as are all staff- children report that they feel safe in school and there is recognition of the role ambassadors play in this-children know how ambassadors resolve conflict and they begin to use these strategies without the need for intervention from staff or ambassadors | Observation of children in actionPupil questionnaires March 2022 and 2023Observation in 2023 |