



Newbald Primary School

Beverley Road, North Newbald, East Yorkshire, YO43 4SQ
Headteacher: Mr Paul Flintham



Equality Objectives 2024 - 2028

Equality Objective 1			
To increase the awareness of diversity throughout the curriculum			
Lead person/people responsible for equality objective		Headteacher: Mr Paul Flintham Chair of Governors: Mrs Sally Wightman	
Outcome(s)		Performance Measure / Evidence	
Diversity is embedded throughout the curriculum.		Monitored by governors and Quality of Teaching & Learning Committee Pupil Voice Feedback from visitors in school Monitoring	
Action	Lead person/people	Timescale	Review & Progress
Review the curriculum to ensure that it represents a diverse spread of topics and themes e.g. Human Rights Activists, Male and Female role models etc.	Headteacher	Annually – Ongoing	The bespoke curriculum at Newbald is carefully considered and diversity has been considered when selecting subjects for the children to learn about. There are many examples of diversity evident in the curriculum at Newbald. Some examples of this are learning about Mary Seacole in KS1, Mahatma Ghandi, Martin Luther King and Rosa Parks in KS2. The curriculum is constantly reviewed to ensure that diversity is increasingly evident.
Review the content of assembly stories and themes to ensure that they represent a fully diverse view of the society we live in.	Headteacher Leader of Learning	Annually – Ongoing	A timetable has been created to ensure that Wednesday assemblies have a focus of a range of cultures and religions.
Review displays and resources available to the children and ensure that they represent a diverse British community.	Headteacher Class Teachers	Annually – Ongoing	Displays are regularly reviewed and are carefully considered to ensure that they reflect the learning and where possible include diversity. The display outside the school hall reflects the vision of diversity where the inspirational people

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			the children have learnt about and written about reflect multiple groups.
Review and ensure the RSHE policy and curriculum content reflect the fact that many children live in families that are not exclusively male-female parents.	RSHE Coordinator	Annually – Ongoing	The RSHE policy is reviewed annually and the school adopts and adapts the Kapow scheme for RSHE. This ensures that the pupils learn about diverse families. Pupil voice interviews take place to monitor learning and attitudes related to this.
Review and ensure that each class has a variety of reading books reflecting a diverse community.	English coordinator Headteacher	Annually – Ongoing	This has been monitored and although some diversity is evident more books are due to be purchased to ensure that all classrooms have a greater variety of books by diverse authors and include diverse characters that reflect a diverse Britain that we live in.
To increase and develop Pupils' understanding of different religions, beliefs and places of worship ensuring all pupils have a clear understanding of the many different religions that exist in modern Britain.	RE & Worldviews Coordinator Headteacher Leader of Learning Class Teachers	Annually – Ongoing	The way in which RE and Worldviews has completely transformed ensuring that the children learn about the different religions and beliefs reflecting those of the people of modern Britain. The school website has been updated giving greater information about what the children study. Pupil voice discussions show that the pupils are becoming more knowledgeable and are more understanding of people with different beliefs to their own. A scheme of work is being developed and continues to be a school priority.

Equality Objective 2	
To invite a diverse range of visitors to school to promote pupils understanding of different groups of people and equal opportunities	
Lead person/people responsible for equality objective	Headteacher: Mr Paul Flintham Chair of Governors: Mrs Sally Wightman
Outcome(s) Pupil understanding and awareness of diversity is raised and attitudes towards diverse inclusion are improved	<u>Performance Measure / Evidence</u> Monitored by governors and Quality of Teaching & Learning Committee Pupil Voice Feedback from visitors in school

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		Monitoring	
Action	Lead person/people	Timescale	Review & Progress
Ensure an increase of visitors in school to raise pupil awareness of diversity	Headteacher Leader of Learning	Annually – Ongoing	A review of the diversity of people visiting school has shown the need for the pupils to experience with visitors reflecting diverse groups. Discussions have taken place about the possibility of organising opportunities for authors from diverse backgrounds to visit the school.
Explore possibilities of utilising technology to bring diverse visitors into the classrooms virtually	Headteacher Leader of Learning	Annually – Ongoing	Children at Newbald have taken part in pen-pal opportunities. Children in Year 3 & 4 have had the opportunity to write to children in Colorado in America. School Council Pupils have written to pupils in a school in Hull who are refugees from around the world. Utilising video technology to have videos or video calls from diverse visitors has been discussed.
Ensure an increase out of school trips are organised to raise pupil awareness of diversity	Headteacher Leader of Learning School Visits coordinator	Annually – Ongoing	A trip has been organised for pupils in KS2 to visit the Hull Hindu Centre and Mosque.

Equality Objective 3	
To ensure reasonable adjustments are made to ensure any staff with disabilities are not sustainably disadvantaged.	
Lead person/people responsible for equality objective	Headteacher: Mr Paul Flintham Chair of Governors: Mrs Sally Wightman
Outcome(s) Disabled members of staff can access and complete their responsibilities	Performance Measure / Evidence Monitored by governors and Quality of Teaching & Learning Committee Staff Discussion HR Discussions Monitoring

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Action	Lead person/people	Timescale	Review & Progress
As required phased returns and work patterns are considered as relevant to any disabled members of staff	Headteacher HR	September 2023 onwards	phased return was completed part time working pattern agreed for 2023/24 Regular termly review meetings
Review classroom furniture that can reasonably be purchased to ensure that any disabled member of staff can complete their job whilst ensuring disabilities are taken into account	Headteacher Business Manager	2023-2024 school year Continually review	Local Authority Health and Safety Officer: assessed working environment The school have purchased multiple furniture items Other adjustments are considered as part of daily practice
Any disabled member of staff's needs are considered when participating in activities such as school trips and parents evenings	Headteacher School Visits Coordinator Visit organisers	Ongoing	Half day non contact time to ensure that there are no late finishes to parents evening consultations. Consultation and physical needs are considered when organising school trips.
Need of any disabled member of staff is reviewed as conditions may improve or deteriorate and reasonable adjustments are made to ensure staff with disabilities are not sustainably disadvantaged.	Headteacher Business Manager HR	Ongoing	Regular termly review meetings Reasonable adjustments are made.

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