



Wrawby St Mary's CE Primary School



Equality and Duty Objectives

Our Curriculum

At Wrawby St Mary's CE Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. To further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives, which will be reviewed annually and may be changed as a result.

Equality Objective 1: We strive to give all our pupils' equal opportunities including a focus on three identified groups within our school: those in receipt of Pupil Premium funding, pupils with SEND and our Traveller families. There is an expectation that all pupils can achieve, and pupils' individuality is celebrated.

Our reason for this objective: there should be no barrier to a pupil achieving their full potential.

We will know we have achieved this when:

- The gap between our three identified groups reduces to our non-identified pupils.
- To ensure the progress of our identified groups is more in line with that of their peers

How we intend to achieve this objective?

- Through Quality First Teaching
- Teachers delivering high quality interventions
- Where TAs deliver interventions, they receive relevant high quality CPD to enable no identified differences in the quality of teaching and learning
- Interventions which are recommended by the EEF or have proven impact will be delivered to our pupils

Equality Objective 2: To improve the well-being for our pupils and staff.

Our reason for this objective: pupils with good mental health and wellbeing achieve better, and come to school more regularly, than those with poor mental health. A workforce where mental health wellbeing is prioritised performs better, absence rates are cut and retention of staff improves.

We will know we have achieved this when:

- Our pupils and staff have gained the knowledge, opportunities and skills to develop positive mental health and strategies when challenges arise.
- Our pupils will understand they may need to ask for help from others.
- Our attendance is in line with the national average
- When outcomes in our pupil/staff questionnaires are significantly positive in outcomes

How we intend to achieve this objective?

- Through coaching and high quality CPD in developing staff knowledge, opportunities and skills
- Working with outside agencies
- Creating a progressive action plan led by the SMHL
- Through intense monitoring and removing 'family' barriers for attendance
- Address outcomes from pupil/staff questionnaires
- Recruit 5 Wellbeing Pioneers per year to lead on playground games and monitor the Buddy Bench
- Dedicate an afternoon per term to Mental Wellbeing afternoons

Equality Objective 3: To open up the world of work and opportunities for all our pupils. Remove barriers and stereotyping within the world of work.

We will know we have achieved this when children leave us being able to:

- Complete an application letter/form and celebrate their individual skills, individual personalities and be proud of who they are.
- Listen to others, support others and know life skills, team building and having the confidence to speak up/speak out against stereotyping with ambitions for employment and the world of work

How we intend to achieve this objective.

- Establishing links with local secondary education establishments

- Engaging with local businesses
- Continue our world of work programme through inviting pupils to apply for jobs around the school

The objectives outlined within this document will ensure there is no discrimination in opportunities against the 9 protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Reviewed November 2025

D. Brown (Headteacher)

Annual Review November 2026