 **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 strong  Few incidents, dealt with effectively  Children’s language is inclusive | Questionnaire results  Incident records and racist etc returns  Observation 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 comparision  Curriculum 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 action  Pupil questionnaires March 2022 and 2023  Observation in 2023 |