



St. Luke's CEVA Primary School

Equality Objectives

Adopted: By the Governing Board: Autumn 2024

Review date: Autumn 2025

Aspiring to be just and kind

Walking humbly with God

Growing with every opportunity

At St. Luke's we aim to:

Develop an active culture of justice and kindness, where everyone (regardless of background) is treated with dignity, respect and warmth. Embed a positive approach to behaviour management, which has restorative justice at its core and focuses on respect, forgiveness, trust and restoration.

Inspire the pupils to make ethical choices and become agents for change both within their own context and further afield.

Provide an environment where everyone can flourish and have a life enhancing encounter with the Christian faith and Jesus Christ.

Instil hearts of compassion which lead to the service of others both within our own context and further afield.

Provide an excellent, broad-based curriculum that inspires enthusiasm, energy and dedication as pupils fully engage with learning.

Provide pupils with a variety of opportunities, including sporting, musical, artistic, technological and cultural activities that facilitate spiritual, moral, social and cultural and growth.

Encourage pupils to grow in the in the 'fruits of the spirit' (love, joy, peace, patience, kindness, goodness, faithfulness, humility, and self-control).

Develop a growth mindset, resilience and good mental health and well-being.

Equality Objectives for 2023-25

Equality Objective	Action	Success Criteria
<p>1. To support children with ASD (and their families) to thrive</p>	<p>Regular engagement events held with parents – ½ termly</p> <p>School to facilitate individual music lessons if the child would like</p> <p>School to ensure there is staffing support for residential and other visits</p> <p>2024-25 is seeing an emphasis on SEND training for all staff led by external Speech & Language consultant with aim to improve individualized provision for children with ASD</p>	<p>Children with ASD and their families report that they receive the support they need to fully access all aspects of school including extra-curricular activities such as visits, clubs and individual music lessons</p>
<p>2. To build on the initial work of the Justice Committee to look at equality for all</p>	<p>The committee to visit Houses of Parliament and take part in workshop around suffrage struggle</p> <p>Committee to meet with representatives of other groups at risk of inequality</p> <p>Planned visit to the Howard League for Penal Reform 2024-25 to meet with one of our governors who is a policy officer there</p>	<p>The committee has broadened it's focus beyond just racial inequality (reason for founding) to encompass all potential inequality such as gender and disability discrimination</p>
<p>3. To remove any real or perceived gender barriers to aspirations</p>	<p>Curriculum update to take place to highlight parts of the curriculum where there is an</p>	<p>Children speak of having the belief that no opportunities are beyond them due to</p>

	<p>opportunity to have challenging discussions with pupils</p> <p>To invite female role models in areas such as computing and science that are under-represented in workforce at present</p> <p>Female Aerospace engineer visited the school Spring Term 2024 and a female entrepreneur attended our Careers day in July 2024</p>	gender specific reasons so success and dreams match possibilities and not perceptions of 'jobs a boy or a girl should do'
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Previous Objectives 2021-23 – Keeping these alive

Equality Objective	Action	Success Criteria
1. To use the Education 4 Change (E4C) approach to review and update our curriculum ensuring it represents all members of our local community	The school will elect an E4C ambassador attend training and commence a curriculum review to make adjustments in a Plan Do Review method Update Sept. 2024 – Ambassador now leads re-constituted Justice Committee (replaced School Council) and this Committee leads school on equity and equality issues for the school and seen in the wider community.	All stakeholders – pupils, staff, families and governors report that the curriculum is reflective of our whole community
2. To ensure that the school maintains the inclusive approach to all students ensuring that access to information is	The school will use the staff Inclusion team to work closely with the families of children to ensure all 'voices' are heard, This will be	End of year pupil staff and family evaluations (filled out independently) reflect feeling that the school listen to all opinions/concerns

<p>readily available to all irrespective of their circumstances</p>	<p>overseen and monitored by the School Improvement Committee (SIC).</p> <p>Update Sept. 2024 – SIC Committee hope hold a series of coffee mornings during 2024-25 academic year. Gov’s attended last 2 parent meetings. 1 governor holds a termly SEND meeting with Inclusion lead and separate session for parents of children on the SEND register.</p>	
<p>3. To ensure that all pupils and staff feel safe and valued - irrespective of race, religion or gender</p>	<p>To train staff & pupils in new expectations for equality especially gender equality to ensure all pupils and staff thrive</p> <p>The new Vision and values launched Dec 2023 focus on Justice and Kindness - Staff have now taken part in 2 separate training sessions on gender equality/safe expectations training and a pupil version to be rolled out Summer Term 2022. Justice Committee are starting to take a bigger role in this – adding it to priority of racial justice - to ensure this stays at forefront.</p>	<p>There are no reports of racial or sexual harassment in the school</p>