

## SHIRE OAK PRIMARY - EQUALITY OBJECTIVES 2023-2024

At Shire Oak School we attach high priority to equalities, so these are considered in our general planning and evaluation cycle and embedded in the relevant objectives in our School Development Plan. In line with our specific duty, under the 2014 Equalities Act, to prepare and publish equality objectives, this note brings together those aspects of our SDP that relate specifically to equalities and objectives from other sources.

We monitor the success of these actions in different ways. Please ask if you would like more information about progress with addressing our objectives during the year.

### OUR KEY PRIORITIES FOR 2023 – 2024

- To articulate and embed the Shire Oak ways of teaching as we have new teaching staff and changes to year groups being taught. (Equalities note: We are proud of our inclusive practice and seek to continually improve this. Induction of new staff should ensure they also share and model our commitment.)
- To ensure that our broad and balanced curriculum is well led and understood and that our sequence for teaching is structured for children to be successful. (Equalities note: Explicit planning for children with SEND and EAL is necessary to ensure they make the best possible progress in class in all subjects, not just English and mathematics. Inclusive classroom teaching that focuses on the needs of all the pupils in class helps support all our children and takes account of their diversity.)
- To embed a consistent, whole school approach to the teaching of English including early reading and writing (phonics), reading and writing. (Equalities note: We know that this systematic approach best supports children with language difficulties and disabilities.)
- To embed a consistent, whole school approach to the teaching of maths in line with mastery principles. (Equalities note: We know that this approach will particularly benefit some children with SEND and some children with EAL.)

### OUR ACCESSIBILITY PLAN OBJECTIVES FOR 2023-2024 (full document available)

Aim	Objectives/ Actions
To build on provision for pupils with SEND by ensuring access to resources detailed in Individual Provision Maps	The SENCo will embed the work of the electronic Individual Provision Maps, supporting teachers to ensure provisions detailed are available to pupils to support them in their learning and adaptations are in place to enable pupils to access the curriculum.
To increase staff knowledge about the special educational needs of children in the class and how to support them.	Use relevant CPD and resources from the Graduated Approach Toolkit (quick guides and continuums of provision) to increase staff's understanding of possible barriers pupils with SEND may face and strategies to support them.
Improve and maintain access to the physical environment	To ensure our environment supports independent use by pupils, parents and visitors with a disability.
Improve the delivery of information to pupils with a disability	To further embed the use of pictorial or symbolic representations in visual timetables, routine instructions, task boards, lanyard cards, etc.

### ADDITIONAL OBJECTIVES

- This year we continue to review our new curriculum to ensure that it teaches about and celebrates a diverse range of people and that this is well reflected in the literature and resources we choose to use in school.