

School Name: Peareswood Primary School

## Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

### Objective 1

Increase the representation of teachers from local black and minority ethnic communities.

### Our Progress

Our school staff is now more diverse, with an increase in teachers from various minority ethnic communities and religions. We have updated our recruitment processes to better represent the community and children we serve. This commitment to diversity is also showcased on our social media platforms, where we celebrate the diversity within our school and community.

### Objective 2

To eradicate the gaps in achievement between Free School Meals (FSM) and Non-FSM in all year groups.

### Our Progress

Strategic interventions and robust processes for identifying needs have significantly contributed to the success of all students. Our data outcomes demonstrate this impact, with a noticeable reduction in the achievement gap between Free School Meal (FSM) and non-FSM groups. These efforts ensure that every child receives the support they need to thrive academically, promoting greater equity and inclusivity within our school community.

### **Objective 3**

To deliver all aspects of our curriculum using the educational framework Universal Design for Learning (UDL) to enhance inclusivity and accessibility for all children.

### **Our Progress**

Our Universal Design for Learning (UDL) approach has effectively removed barriers to learning, providing our children with equitable choices tailored to their individual learning preferences- this success has been celebrated by the Trust and external visitors. The consistency in improved data outcomes, both academically and in terms of well-being, mirrors the positive impact of our UDL strategy. This holistic approach ensures that every child can thrive in an inclusive and supportive learning environment.