



Equality Objectives 2023-2024

School context

Greenmount is a two-form inner city Primary School. It is made up of a balance of boys and girls, though this varies from cohort to cohort. 95% of children are from minority ethnic backgrounds. 34% of children qualify for pupil premium. 83% of children have English as an additional language. We are lucky enough to have over 20 languages spoken throughout school, and often get new arrival children throughout the year. We have various strategies in place to ensure that we are inclusive to everybody and every language and culture. 17% of children have SEND. The school is accessible for all.

How we promote Equality through the Curriculum.

- We use a range of different materials and learning resources that reflect the wide range of cultural backgrounds and ethnicities, we do this without stereotyping. Materials and resources promote a positive image of and attitude towards disabilities and disabled people.
- We celebrate a wide range of cultural celebrations and themed days to ensure that we are inclusive to everyone, for example, odd socks day for Anti-bullying, World Afro Day. These give children opportunities to appreciate their own cultures and religions and celebrate the diversity of others.
- We actively ensure that visitors to school are role models and are from a variety of backgrounds and cultures.
- We promote attitudes and values that challenge discriminatory behaviour.
- Children have a good understanding of the British Values and how to follow these when they are in a school environment and in the community.
- We use a range of sensitive teaching strategies when teaching about different cultural and religious traditions.
- Greenmount has many local and world- wide links, so that children have opportunities to work with others from different countries and different ages. For example, our links with Rwanyange Primary School in Kenya and the local Care Home for the elderly.
- We develop pupils advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality.

See also our Equality Policy

Provision for EAL and new arrival children

At Greenmount we have appropriate provision for children who may be new to English as a language or who are new to England. Our provision includes:

- * On arrival- translated booklets, translated into over 14 different languages.
- * Picture communication flashcards to help both the children and staff in the classroom.
- * Children are assessed using the EAL Bell's Assessment Framework and appropriate half termly targets are put in place. Children's progress and attainment are closely monitored.

How we choose our equality objectives:

Our equality objective setting process has involved gathering evidence as follows; performance data, data on ethnicity, religion or belief, socio-economic background, gender and gender identity, disability, sexual orientation, and age and seeking views of stakeholders. Our equalities lead, together with the senior leadership team, has identified the equality objectives for 2023-2024 which form the equalities action plan and are closely linked to the school improvement plan.

Equality Objectives 2023-2024

- (1) To closely monitor progress and attainment for all groups of pupils and ensuring targeted supported for identified groups.
- (2) To support and monitor new to English children, focusing provision in the classroom, supporting teachers and support staff with resources so that all children can access the curriculum.
- (3) To closely monitor the attendance of all pupils and increase engagement of families of pupils in identified vulnerable groups.
- (4) To continue to build community links and increase cultural capital and community cohesion through an enhanced, wider curriculum which extends beyond the academic, supporting pupils to be confident, resilient and independent.
- (5) To develop staff, governor and pupil knowledge and understanding of British values and Equality.



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