



Caversham Park Primary School

Equality Objectives 2026 - 2030

Together we enjoy, create and achieve

Caversham Park Primary School recognises that the Equality Act has three aims, and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who have a shared characteristic and those who do not.

Caversham Park Primary School recognises its duties and responsibilities under the Act, and is committed to promoting equality and diversity, providing an inclusive, caring and supportive environment, and promoting equity and genuine equal opportunity for all. Our Equality Objectives build on the learning behaviours of the school:

- **confidence**
- **perseverance**
- **reflectiveness**
- **responsibility**
- **working together**
- **creativity**
- **curiosity**

Eliminate unlawful discrimination, harassment and victimisation

Objective 1: To continue to celebrate diversity, encourage respect and promote equality.

Caversham Park Primary School serves a diverse community where discriminatory incidents are extremely low and where rare incidents occur, they are dealt with immediately. The aim is to maintain this low or to achieve zero discriminatory incidents.

Why this objective was chosen: Extremely low levels of discriminatory incidents or rare incidents of discriminatory incidents, which are immediately dealt with, help to ensure that the well-being and self-esteem of all children and is high.

Actions	Timescale / Dates	Success Criteria	Monitoring / Responsibility	Review / Evaluation Notes
To ensure that staff know how to talk to the children and parents / carers about inappropriate and discriminatory language and provide all staff with the confidence to address and deal with these boundaries / incidents.	Ongoing	Staff will report that they feel confident to talk to the children and parents / carers about inappropriate and discriminatory language.	Ongoing review of class behaviour folder incidents (including discriminatory incidents) - Headteacher Ongoing review of staff low level concern reports - Headteacher Termly Headteacher Reports to the Governing Body - Governors	
To ensure the the children understand expectations, consequences and reporting systems and know that discrimination, harassment and victimisation will not be tolerated at the school.	Ongoing	Ongoing conversations with the the children demonstrate that they know behaviour expectations with in the school, as a result of learning received in assemblies and PSHCE lessons, as well as throughout daily conversations in school and that they feel confident to report discriminatory behaviour.	PSHCE curriculum content - PSHCE Curriculum Leader RE curriculum content - RE Curriculum Leader Monitoring of PSHCE & RE curriculum content - Headteacher & deputy Headteacher Conversations with children - Governors	

Actions	Timescale / Dates	Success Criteria	Monitoring / Responsibility	Review / Evaluation Notes
To ensure that all staff and parents / carers are aware of our school policies on the no tolerance of and procedures for dealing with any discriminatory incidents.	Ongoing	Robust policies are written available: - for all members of the school and wider community on the school website (as required) or from the school office. - for all members of staff as part of their induction, or presented / discussed at the start of each school year (or as policies are updated. - for governors on the school website (as required) or on GovernorHub as necessary.	Policies Reviews / Monitoring - Governing Body	

Foster good relations between people who have a shared characteristic and those who do not

Objective 2: To continue to foster excellent relationships between pupils, staff and parents / carers of all characteristics

Caversham Park Primary School serves a diverse community where behaviour and relationships between all members of the school community is excellent

Why this objective was chosen: excellent behaviour, relationships and understanding help to ensure that the happiness, well-being and self-esteem of all members of the community in school is high and enable every member of the community in school to feel valued.

Actions	Timescale / Dates	Success Criteria	Monitoring	Review / Evaluation Notes
To continue to develop pupil understanding of tolerance and mutual respect for others through PSHCE & RE lessons, school displays & school assemblies focusing global / faith / characteristic events e.g. Black History Month, World Women's Day etc.	Ongoing	All staff and pupils feel valued and represented.	Ongoing review of events occurring in school - Governors Termly Headteacher Reports to the Governing Body - Governors Conversations with children - Governors	
To plan and organise inclusive parent / carer workshops and community events celebrating diversity.	Ongoing	Workshops and events well attended by diverse groups.	Registers taken of attendees at parents / carer workshops and community events and then analysed for diversity - Headteacher	

Advance equality of opportunity between people who share a protected characteristic and those who do not

Objective 3: Narrow the attainment gap for disadvantaged pupils

Caversham Park Primary School allocates Pupil Premium funding to support disadvantaged children. The aim is to close the achievement gap between these pupils and their peers.

Why this objective was chosen: Addressing disparities in educational outcomes ensures that all students, regardless of background, have equal opportunities to succeed.

Actions	Timescale / Dates	Success Criteria	Monitoring	Review / Evaluation Notes
To continue to implement targeted interventions, where possible, and support tailored to the needs of disadvantaged pupils. To continue to monitor progress regularly and adjust strategies as needed.	Ongoing Ongoing	The attainment gap for disadvantaged pupils is progressively narrowed	3 x yearly pupil progress meetings with teachers- Headteacher, Deputy Headteacher / English Subject Leader & Maths Subject Leader Ongoing pupil attainment analysis by protected characteristics - Headteacher Termly Headteacher Reports to the Governing Body - Governors	

Advance equality of opportunity between people who share a protected characteristic and those who do not

Objective 4: Enhance inclusion for pupils with Special Educational Needs and Disabilities (SEND)

Caversham Primary Primary School is dedicated to providing an inclusive environment where all pupils, including those with SEND, are supported to reach their full potential.

Why this objective was chosen: Ensuring equitable access to education for students with SEND promotes diversity and enriches the learning experience for all.

Actions	Timescale / Dates	Success Criteria	Monitoring	Review / Evaluation Notes
To continue to develop and implement Individual Provision Plans (IPPs) tailored to each student's needs. To continue to provide appropriate training, resources and support staff, where funding permits.	Ongoing Ongoing	IPPs are in place for all SEND pupils which outline provisions / scaffolds to enable them to access learning, so as to reach their full potential. Meetings / Training has taken place for all teachers and support staff as required (SENDCo & outside SEND professional delivered).	IPP review / writing staff meetings for teachers - 3 x yearly - SENDCo SEND pupil progress catch ups with teachers - SENDCo Programme of staff training - Headteacher Termly Headteacher Reports to the Governing Body - Governors	

Advance equality of opportunity between people who share a protected characteristic and those who do not

Objective 5: Promote equality of access to extracurricular activities

Caversham Park Primary School aims to ensure that all pupils, regardless of background or ability, have equal opportunities to participate in extracurricular activities.

Why this objective was chosen: Extracurricular activities contribute to the holistic development of students, fostering skills such as teamwork, leadership, and resilience.

Actions	Timescale / Dates	Success Criteria	Monitoring	Review / Evaluation Notes
To aim to offer a diverse range of activities that cater to various interests and abilities. To encourage inclusive practices within all extracurricular activities.	Ongoing	All pupils, regardless of background or ability, have been provided with equal opportunities to participate in extracurricular activities.	Monitor and review attendance and participation in extracurricular clubs - Headteacher	