

# Equality Objective Statement



Approved by Governors Date: STILL TO BE RATIFIED  
Review date: October 2026

## **Equality Objective Statement**

### **1. Introduction**

Phoenix Primary School is committed to ensuring equality of opportunity for all

pupils, staff, parents and members of the school community. In line with the Public Sector Equality Duty (Equality Act 2010), the school must publish clear and measurable Equality Objectives that demonstrate how we will eliminate discrimination, advance equality of opportunity and foster positive relationships between people of different backgrounds, identities and experiences. This statement should be read alongside the school's Equality Policy.

## **2. School Context**

Phoenix Primary serves a richly diverse community and is situated in an area of high social deprivation. We value and celebrate the cultural, linguistic and personal diversity of our pupils and recognise that some individuals or groups may face barriers to learning, participation or wellbeing. Our Equality Objectives reflect the needs of our school community and our ambition to ensure all children thrive, achieve and feel safe.

## **3. Our Equality Commitment**

We commit to: promoting inclusive practice across all areas of school life; challenging discrimination, prejudice or stereotyping; ensuring curriculum representation; improving outcomes for vulnerable pupils including those with SEND, Looked-After Children, pupils eligible for pupil premium and those with English as an additional language; removing barriers to learning; and creating a safe, respectful and welcoming environment for all.

## **4. Phoenix Primary School Equality Objectives 2025–2029**

The following four-year Equality Objectives have been agreed by the Governing Body:

### **Objective 1: Improve outcomes and progress for disadvantaged pupils (including pupil premium, SEND and LAC) across all key stages.**

This will be achieved by: targeted intervention; high-quality adaptive teaching; effective use of pupil premium funding; annual staff training on SEND, trauma and attachment; termly analysis of data; and close monitoring of progress through pupil progress meetings.

### **Objective 2: Reduce incidents of discriminatory language, bullying and prejudicial behaviour, ensuring all pupils understand respect, diversity and inclusion.**

This will be achieved by: implementing a whole-school PSHE and RSE curriculum; assemblies focused on equality and anti-bullying; staff training in behaviour regulation and restorative approaches; robust reporting systems; and pupil voice activities to monitor the impact of our work.

### **Objective 3: Improve attendance and engagement of pupils from vulnerable groups, including SEND, LAC, pupils with social care involvement and those from minority ethnic backgrounds.**

This will be achieved by: early identification of concerns; targeted family support; use of attendance plans; strong links with the Attendance Support Team; pastoral interventions; and closer communication with parents and carers.

### **Objective 4: Further develop representation and diversity within the curriculum, resources and displays across school to reflect the community**

**we serve.**

This will be achieved by: reviewing curriculum content annually; selecting books, images and resources that promote diversity; celebrating cultural events and pupil heritage; ensuring inclusive examples across subjects; and involving pupils in auditing and improving representation across school.

**5. Monitoring and Evaluation**

Progress towards these objectives is monitored termly by the Senior Leadership Team and annually by the Governing Body. Data, behaviour logs, curriculum reviews and pupil/parent voice inform evaluation. Adjustments to the objectives may be made to reflect emerging needs or statutory changes.

**6. Publishing and Review**

This statement will be published on the school website and reviewed annually. New objectives will be set at least every four years in line with statutory requirements.

**Reviewed:** October 2025

**Next Review:** October 2026

**Approved by Governors:** Still to be ratified