



Equality and Diversity Objectives 2024-2025

At Trinity St Mary's we have due regard for our duties under the Equality Act 2010. As part of our commitment to these duties, the Senior Leadership Team and the Board of Governors produce Equality and Diversity Objectives. These reflect our Vision and Mission Statement and commitment to an excellent education for all pupils.

We are committed to providing excellent education for all pupils and as such, we have focused on objectives to eliminate discrimination, advance equality of opportunity and foster good relations.

Aim 1: To raise the percentage of summer born children (who do not have SEND) meeting their ELGs and passing the phonics check at Year 1

This objective will be achieved by:

- Regular review of the progress of children using phonics assessments
- Timely interventions of phonics
- Parent workshops to promote the value of reading and phonics support at home
- Lesson observations to ensure consistent and high quality teaching of phonics
- Identifying summer born children and barriers to learning- support from school to support these children
- Pupil progress meetings with EYFS teachers to track progress of identified children
- Support in prime learning areas to accelerate progress.

Aim 2: To raise the percentage of children with English as an additional language passing the Year 1 Phonics check.

This objective will be achieved by:

- Regular review of the progress of children using phonics assessments
- Timely interventions of phonics
- Parent workshops to promote the value of reading and phonics support at home
- Lesson observations to ensure consistent and high quality teaching of phonics
- Identifying summer born children and barriers to learning- support from school to support these children

Aim 3: To raise the percentage of children with English as an additional language meeting the expected standard at KS2.

This objective will be achieved by:

- Regular review of the progress of children using assessments and teacher knowledge
- Timely interventions of RWM
- Parent's Evening to share progress and next steps
- Lesson observations to ensure consistent and high quality teaching across KS2
- Identifying children and barriers to learning- support from school to support these children
- Book looks and moderations to ensure accurate assessments
- Pupil voice to address barriers to learning and additional support
- Staff meetings to discuss strategies and ways to support learning
- High quality pre-teaching of vocabulary to support access to learning