

Norley CE Primary School



Equality Objectives

We are a church school where education is nourished through the teachings of Jesus Christ, enabling each child to fulfil their potential and which reflects our commitment to academic excellence.

We want our children to celebrate and appreciate diversity, fostering qualities that encourage every child to have aspiration for a society in which every individual is cherished.

With our Christian belief at its heart, we work in partnership with each other, families, the church, the local and wider community to create a stimulating and caring environment, where everyone is welcomed, nurtured and empowered.

Christian values directly inspire and influence the children to recognise their self-worth and flourish, enabling them to make the right choices that will continue to shape their lives.

You are the light of the world. A city built on a hill cannot be hidden. No one after lighting a lamp puts it under the bushel basket, but on the lamp stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.

(Matt. 5:14-16)



Equality Objectives

As a Church of England Primary school, we are a caring community that seeks to express the Christian faith in every aspect of school life. This commitment extends to all staff and children within the school.

These objectives are to be used and read in conjunction with the Chester Diocesan Academies Trust (CDAT) Equalities Policy and Trust Equality Objectives.

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Norley CE Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation;
- Promote equality of access and opportunity within our school and within our wider community;
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

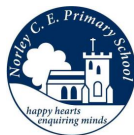
The Leadership Team and Governors will review the progress we are making to meet our equality objectives with regard to the protected groups (age, sex, sexual orientation, race, colour, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or marital/civil partnership status, gender reassignment, pregnancy or maternity) under the Equality Act (2010).

At Norley CE Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

- Objective 1: To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.
- Objective 2: To raise levels of attainment in core subjects for vulnerable learners. For vulnerable learners to achieve national average levels in Reading, Writing and Maths.
- Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.

To be monitored by the Headteacher for data trends (objective 1).



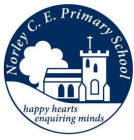
To be monitored by the Headteacher with a focus on the progress of SEN pupils (objective 2).

To be monitored by the Headteacher and senior leadership team with a focus on vulnerable groups (objective 2).

To be monitored by the Headteacher for parental engagement and attendance (objective 3).

Equality Objectives	
Review Frequency:	Every 4 years unless indicated otherwise.
Reviewed and approved by:	Local Governance Committee
Date reviewed/approved:	9 th December 2024
Date of next review:	9 th December 2028

Review of Objectives		
Objective	Progress	Date
To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.	Pupil achievement by race, gender, and SEND is reviewed termly through pupil progress meetings. School tracking data highlights trends, which are discussed with teachers, and targeted interventions are implemented where needed to support pupils and address any gaps.	24/03/26
To raise levels of attainment in core subjects for vulnerable learners. For vulnerable learners to achieve national average levels in Reading, Writing and Maths.	Attainment in core subjects for vulnerable learners is improving, with targeted interventions and support in place. Regular tracking shows positive progress in Reading, Writing, and Maths, with some pupils now achieving closer to national average expectations, although gaps remain and continue to be addressed.	24/03/26
To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.	Engagement from parents and pupils has increased across a wide range of school activities, including events such as Bring Someone to Lunch, games and reading afternoons, Grandparents Day, parents' evenings, sports days, concerts, and performances. Participation in PFTA events, Stay and Play sessions, and Norley 0-5's has also grown. Attendance and involvement are monitored, with continued efforts to ensure all families have equitable access and	24/03/26



	opportunities to engage in school life. Such as giving fair notice and taking timings and days into consideration.	
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