Equality, Diversity & Inclusion Objectives
2026/2027

St Joseph's Catholic Primary School is commitment to equality in everything that we do. We are committed to equality in both employment and education provision. We recognise the diverse nature of the community within and around our school, and aim to ensure that students, parents, governors, employees, other stakeholders and those who may potentially join our school community, are treated fairly, and with dignity and respect.

Objective	Measurable actions	Review date	Responsibility
To ensure equitable access to curriculum	• To monitor assessment and other data at regular intervals (at half termly Pupil Progress Meetings to ensure that children in vulnerable groups are keeping up or catching up	Ongoing	SLT and Subject Leaders
To ensure children who join our school with EAL experience a sense of belonging To ensure that children who join our school with EAL make accelerated progress in English (spoken as well as reading and writing) for children with EAL	In line with St Jospeh's EAL induction, assessment and curriculum offer… • Ensure that staff are aware of children who are joining our school, including information related to cultural and language needs. • Provide a buddy to support new children to feel and be included • Ensure that informal, indicative assessments to gauge language proficiency are carried out within the first week. • Carry out a comprehensive assessment of language, including determining Proficiency Code. • Adjust strategies in relation to assessment data and impact of strategies so far. • Continue to assess half termly as appropriate	Autumn Term 2027	Pastoral Lead Language Lead
To increase staff understanding of equality and its implications on a day-to day basis.	• All staff to receive in person training over the course of the academic year on the topic of equality, inclusion, and diversity to increase understanding of issues that exist within the education system and society more generally.	Ongoing	SLT

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To address inequalities in attainment by addressing barriers, with particular focus on barriers related to the protected characteristics listed in the Equality Act.	• To continue to link messages in Gospel Assembly to St Joseph's School Values, to Catholic Social Teaching Values and to Fundamental British Values, allowing links to be made between these as well as between each set of values and the Gospel passage. • When planning sequences of learning, individual lessons, learning tasks and resources, to include consideration of barriers to learning experienced by children in vulnerable groups and those who have Protected Characteristics.	Ongoing	RE Lead
To increase understanding of equality through direct teaching across the curriculum	• Revisit the audit the KS1 and KS2 key texts read in class to increase stories that consider diverse experience – ensure children access texts where characters and authors are diverse and that stereotypes are not perpetuated in storylines or characterisation. • Music taught and heard in worship and in music lessons to be from a range of artists taken from a range of cultures and styles. • Ensure PSHE and RSHE schemes of work include a range of examples and avoid gender stereotypes particularly when looking at family units, relationships, sexual abuse and harassment. • British Values to be highlighted and explained in Gospel Assembly and Celebration Assembly. • Increase teaching of different religious holidays to develop students understanding of other faiths. Include members of our community and leaders from other faiths to share how these are celebrated through assemblies and talks and cultural calendar. • To plan an event to mark the Week of Prayer for Christian Unity, ensuring children understand the commonality between Catholicism and other Trinitarian Christians. • Use story time to educate on range of protected characteristics through reading. • Increase range of books in school to develop representation of authors and characters with disabilities such as ADHD, dyslexia. • Increase range of books in school that include languages that represent our school community.	Ongoing	Senior Leadership Team

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	• Governing body to reflect diversity of school community. • Actively recruit a diverse range of staff, focussing on language included in job adverts and job descriptions.		
To increase experiences of all students in academia and sports to make them more aware of a range of opportunities so they may aspire to non-stereotypical professions.	• Where gender specific sports teams are run there should be as diverse a range of sports as possible offered to female and male students. • Where possible, girls' sports teams to take part in equal number of competitive matches as boys' sports team. • Where there are teams for girls and boys separately, adults to ensure that labels are used for both teams (e.g. boys' football and girls' football – not football and girls' football) • Where possible mixed gender teams will participate in all sports • Careers week will be planned, following on from the success of 2025/26, a range of careers to be represented and all children in KS1 and KS2 to access this with EYFS accessing as appropriate. • Enrichment opportunities through class trips and educational opportunities to build on children's cultural capital. • Collaborate with Surrey Arts to promote music opportunities for children with limited exposure to music, using PPG where needed for students in vulnerable groups.	Ongoing	PE Leads Senior Leadership
To increase the membership of vulnerable pupils taking part in extra-curricular clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act.	• Maintain robust system to monitor attendance of all students taking part in extra-curricular clubs and activities. • Allocate some Pupil Premium funds to help support those from disadvantaged backgrounds to attend extra-curricular opportunities where the barrier is financial. • Pastoral Support Worker to monitor and support. Club attendance target 100%	Autumn Term 2027	Senior Leadership Team