



Equality Objectives 2021-22

The Xavier Catholic Education Trust's commitment to equality in everything that we do. Xavier trust is committed to equality in both employment and education provision. We recognise the diverse nature of our locations and services, and aim to ensure that students, parents, governors, employees, contractors, partners, directors, clients and those who may potentially join the Xavier community, are treated fairly, and with dignity and respect. **St. Alban's Catholic Primary School's** Equality Objectives should be read in conjunction with the Xavier Catholic Education Trust's Equality Policy which can be found on the website: [Xavier Catholic Education Trust – Striving for excellence \(xaviercet.org.uk\)](http://xaviercet.org.uk).

Should you have a concern about any element of equality, inclusion or diversity (EID) across the Xavier Trust or need to report an incident please contact DIFT@xaviercet.org.uk.

Objective	Measurable actions	Review date
To increase staff's understanding of equality and its implications on a day-to-day basis.	<ul style="list-style-type: none">• 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.• To create a staff library which has a selection of books focused on the topic of diversity. To continue to add to it as and when relevant books are published.• All staff to have read the School's Equality Policy.	September 2021 December 2021 and on-going.
To ensure all families with additional needs have full access to the school site and learning environments.	<ul style="list-style-type: none">• SENDCo to speak to relevant families and ensure they have their say on how we can support their needs.	September 2021

<p>To reduce prejudice and increase understanding of equality through direct teaching across the curriculum</p>	<ul style="list-style-type: none"> • Audit the KS1 and KS2 key texts read in class to increased stories that consider diverse experience. • Class teachers use a range of diverse images in resources and avoid over use of stereotypes. • Continue to review history curriculum at KS1 and KS2 to ensure range of experiences in time periods studied are included (particular focus on different ethnic groups and females to reduce focus on white and male history). • Review Music curriculum across KS1 and KS2 to ensure a range of composers are studied by pupils from a range of different ethnic groups i.e., Indonesian Gamelan. • Ensure PSHE and RSE schemes of work include a range of examples and avoid gender stereotypes particularly when looking at family units, relationships, sexual abuse and harassment. • Reduction in incidence of prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010. Trends to be analysed and shared with school leadership team and governors. 	<p>Ongoing Review</p> <p>Ongoing Review</p> <p>September 2021</p> <p>September 2021</p> <p>Termly Review</p>
<p>Create a diversity champions team who will promote and share thoughts and ideas with other year groups.</p>	<ul style="list-style-type: none"> • Create a diversity champions team. • To ensure that the diversity champions leadership team has a strong presence within the school community. • Providing opportunities for pupils to share their thoughts and ideas with other year groups and classes i.e. pupils sharing their experiences of Hajj. 	<p>Sept 2021</p> <p>Ongoing Review</p>

Increase the children's knowledge of current affairs.	<ul style="list-style-type: none"> • Encourage children to actively engage with the 'What's in the News?' display and class teachers to share 'First News' within the classroom. • Children in Key Stage Two to watch News Round at least once a week to keep up to date with current issues. 	
To increase experiences of female students in academia and sports to make them more aware of a range of opportunities so they may aspire to non-stereotypical professions.	<ul style="list-style-type: none"> • Darcey Bourne to visit St. Alban's Catholic Primary and present to all pupils about women in Hockey during BHM. • Where there are gender specific teams, girls' sports teams to take part in equal number of competitive matches as boys' sports team. 	<p>October 2021</p> <p>Ongoing Review</p>
To tackle prejudice and promote understanding particularly in relation to people with different religious beliefs and with disabilities.	<ul style="list-style-type: none"> • Increase teaching of different religious holidays to develop students understanding of other faiths. • Invite speakers and role models from a range of religious backgrounds in to speak to increase understanding amongst staff and students. • Introduce cultural calendar to encourage regular discussion about different faith holidays or national days. • Make greater use of experts and resources from charities to increase student understanding of certain disabilities. • Use story time to educate on range of disabilities through reading. • Increase range of books in school library that include characters with disabilities such as ADHD, dyslexia. 	<p>Ongoing Review</p> <p>July 2022</p> <p>On-going.</p> <p>July 2022</p> <p>December 2021</p> <p>December 2021</p>