Burbage Primary School

Equalities Objective 1: October 2026 – October 2028

Objective	**To increase understanding of and respect for religious / faith diversity (including people who do not have a faith) and to learn to promote tolerance and understanding.**
Specific	This objective will clearly target the development of knowledge, understanding and respect for others, including those of different faiths and beliefs, in order to advance equality of opportunity and foster good relations. This will help prepare our pupils to become responsible citizens of a pluralistic society.
Measurable	Our pupils will demonstrate high levels of knowledge and understanding of range of different faiths and beliefs. Through discussion and interaction our pupils will demonstrate a respect for others.
Attainable	We will expect that staff and pupils show respect for others, including those who have different faiths and beliefs, as part of their daily practice.
Relevant	The Equalities Act 2010 has clearly set the agenda for advancing the quality of support and fostering good relations. Our school endorses the vision and seeks to develop its capacity across the board, to deliver the best educational outcomes for all children and young people.
Time-bound	We will review this annually during the four year period and evaluate the effectiveness of this objective. Relevant Equality information will be published and Equality Analysis conducted on an annual basis; and will contribute to this review and evaluation process. This Equality Objective will be achieved at the end of the four year period, at which time, it will be reviewed. Additional Equality Objectives will be identified during the four-year period as appropriate.

Equalities Objective 2: October 2026 – October 2028

Objective	**To improve access to high quality pre-school education.**
Specific	Burbage Primary School has recently amalgamated with the village pre-school to in order to encourage parents to give pre-school younger siblings the opportunity to benefit from a high quality nursery education as this is known to make a particular difference to pupils who might be vulnerable to underachievement.
Measurable	Burbage Primary School will liaise with parents and encourage them to use our pre-school or other local alternatives to raise awareness of the importance of pre-school education. Closer links will be developed with our pre-school and other local pre-schools in order to raise awareness.
Attainable	We will be supported by the local authority through training and the provision of contacts and resource materials to make sure this Equality Objective is achieved in our school, enabling us to identify the issues and champion the best educational outcome for all our pupils.
Relevant	*"Evidence suggests that the positive impact is greatest on children from the most disadvantaged backgrounds (Hall et al., 2013; Maisey et al., 2013; Smith et al., 2009; Sylva et al., 2004). This suggests that early childhood education and care has the potential to make a key contribution to narrowing the gap in development between groups of children. Attending high quality early years education helps prepare young children to be 'school ready' and more able to take forward their learning when they start school (Becker, 2011), an important foundation for a successful educational experience improving their long-term life outcomes."*[1]
Time-bound	We will review this annually during the four year period and evaluate the effectiveness of this objective. Relevant Equality information will be published and Equality Analysis conducted on an annual basis; and will contribute to this review and evaluation process. This Equality Objective will be achieved at the end of the four year period, at which time, it will be reviewed. Additional Equality Objectives will be identified during the four-year period as appropriate.

Ref [1]: *Study of Early Education and Development: Good Practice in Early Education Research report January 2017*
Meg Callanan, Margaret Anderson, Sarah Haywood, Ruth Hudson and Svetlana Speight – NatCen Social Research

Equalities Objective 3: October 2026 – October 2028

Objective	**To work to prevent mental health difficulties that may start in childhood but have a greater impact in adult life.**
Specific	This objective will clearly target the well-being of our pupils so that they feel able to cope with both the challenges and successes of everyday life.
Measurable	Our pupils will demonstrate high levels of personal well-being, They will be assessed as well-balanced pupils who are happy and fulfilled, able to cope with the 'ups' and 'downs' of everyday life.
Attainable	We will expect that our school is a happy, supportive environment for both pupils, staff, governors and visitors.
Relevant	The Equalities Act 2010 has clearly set the agenda for advancing the quality of learning for all. Our school endorses this vision and seeks to develop its capacity across the board, to deliver the best educational and emotional outcomes for all children and young people.
Time-bound	We will review this annually during the four year period and evaluate the effectiveness of this objective. Relevant Equality information will be published and Equality Analysis conducted on an annual basis; and will contribute to this review and evaluation process. This Equality Objective will be achieved at the end of the four year period, at which time, it will be reviewed. Additional Equality Objectives will be identified during the four-year period as appropriate.