



Equality Information and Objectives 2025-2028

To be read in conjunction with the [Equalities Information and Objectives Policy](#).

Equalities Data

Equality information September 2026

	Number Children on roll (178)	Percentage
Boys	87	49%
Girls	91	51%
Number of children in receipt of Pupil Premium	23	13%
Number of children on the SEND register	30	17%
Number of children with EAL	18	10%
Number of children from an ethnic minority	50	28%
Number of children Looked After by the Local Authority	0	0%

(NB: Collected Summer 2026.)



Equality Objectives

Objective 1: Eliminate discrimination and other conduct prohibited by the Equality Act 2010

Rationale: The school has a kind and caring ethos, and staff take effective action to resolve any behaviour issues that arise. However, the school recognises that there is more to be done to ensure that their aspirations for pupils are achieved consistently. This objective aims to further strengthen the school's commitment to eliminating discrimination and promoting positive behaviour.

Objective 2: Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Rationale: The school is ambitious for every pupil to succeed, and it has a strong focus on supporting pupils with SEND. However, the school recognises that some of the books provided for pupils at the early stages of reading are not precisely matched to their reading abilities, which can impact their progress. This objective aims to ensure that all pupils, regardless of their protected characteristics, have equal opportunities to access and succeed in the curriculum.

Objective 3: Foster good relations across all characteristics – between people who share a protected characteristic and people who do not

Rationale: The school emphasises the importance of the 'Radley Rs', such as resilience and respect, and pupils learn about different cultures and backgrounds. However, the school recognises that there is more to be done to ensure that their aspirations for pupils are achieved consistently. This objective aims to further strengthen the school's efforts to foster good relations and understanding between all members of the school community.

Objective 4: Eliminate the use of derogatory language related to sexual orientation

Rationale: The use of derogatory language concerning sexual orientation fosters an unwelcoming environment that can negatively impact the mental health and wellbeing of pupils, particularly those who identify as LGBTQ+ or are perceived as such. This objective is crucial for maintaining the values of respect and inclusivity at Radley CE Primary School and aligns with the Equality Act 2010's commitment to promoting equality and diversity. By addressing this issue, the school can ensure a safe atmosphere where all pupils feel valued, educate them about respectful language, and foster understanding of diversity. Ultimately, this objective aims to cultivate a culture of empathy and respect, ensuring that every pupil can thrive in an environment free from discrimination and prejudice.



Equality Action Plan 2025-2028 – updated Sept 2026

Objective 1: Eliminate discrimination and other conduct prohibited by the Equality Act 2010

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review and update the school's behaviour policy to ensure it is consistently implemented across the school	Headteacher, Deputy Headteacher	Time for policy review, staff training materials	March 2027	- Behaviour policy checked, updated and communicated to all staff - Sept 26 - Reduction in behaviour incidents across the school
Provide staff training on recognising and addressing discrimination, including unconscious bias	Headteacher, Equality Lead	Training materials, external facilitator (if needed)	March 2027	- All staff have completed training - Sept 26 equality training - Increased staff awareness of discrimination and how to address it
Implement a system for regularly monitoring and reporting on behaviour and discrimination incidents	Deputy Headteacher, Equality Lead	Data tracking system, time for analysis and reporting	Ongoing	- Termly reports on behaviour and discrimination incidents - Evidence of actions taken to address any issues - monitored through CPOMs

Objective 2: Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review the school's reading resources to ensure they are appropriately matched to pupils' reading abilities, particularly for those at the early stages of reading	English Lead, SENCO	Time for resource review, funding for new resources (if needed)	March 28	- Audit of reading resources completed - New resources purchased and implemented as required - Improved reading fluency and comprehension for pupils at the early stages of reading
Implement targeted interventions and support for pupils with SEND to ensure they make accelerated progress	SENCO, Class Teachers	Time for planning and delivery of interventions, additional teaching	Ongoing	- Pupils with SEND make progress in line with their peers - most recent assessments show SEND children



		assistant support (if needed)		<i>making accelerated progress from starting points and on their personal targets.</i> - Reduction in the attainment gap between pupils with SEND and their peers
Regularly review and analyse pupil performance data to identify and address any gaps in achievement between different groups of pupils	Headteacher	Data tracking system, time for analysis and reporting	Termly	- Termly reports on pupil performance data - Evidence of actions taken to address any identified gaps

Objective 3: Foster good relations across all characteristics – between people who share a protected characteristic and people who do not

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Enhance the school's curriculum to ensure it provides more opportunities for pupils to experience, learn about and celebrate diversity	Curriculum Lead, Subject Leads	Time for curriculum review and development, new resources (if needed)	Sept 2028	- Curriculum updated to include more diverse content and representation - Pupils demonstrate increased understanding and appreciation of different cultures and backgrounds
Organise and promote school events and activities that celebrate diversity and bring the school community together	Headteacher,	Time for event planning and promotion, funding for resources (if needed)	Ongoing	- Increased participation and engagement in school events that celebrate diversity - Positive feedback from the school community about the events



Strengthen the school's partnerships with local community groups and organisations to foster greater understanding and collaboration	Headteacher, Community Lead	Time for networking and building partnerships, funding for joint activities (if needed)	Ongoing	- Established partnerships with local community groups and organisations - REG, Parish council - Evidence of joint activities and initiatives that bring the school and community together - hedges and trees, playground refit at Gooseacre,
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Objective 4: Eliminate the use of derogatory language related to sexual orientation

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
1. Review and update the school's anti-bullying policy to explicitly address the use of homophobic, biphobic and transphobic language.	Headteacher, Pastoral Lead	Existing anti-bullying policy, guidance from LGBTQ+ organisations	By Sept 27	Updated policy in place and communicated to staff, pupils and parents. Policy to be shared with parents as part of the anti-bullying week work Nov 26
2. Deliver staff training on identifying and addressing the use of derogatory language related to sexual orientation.	Pastoral Lead	Training materials, input from LGBTQ+ organisations	By Sept 26	All staff feel confident in identifying and responding to the use of such language. - scripting and procedure in place, inclusion within the Radley escalation steps behaviour strategy
3. Incorporate lessons on diversity, inclusion and respect for all in the PSHE curriculum.	PSHE Lead	Curriculum resources, input from LGBTQ+ organisations	By Sept 27	Lessons delivered, pupil voice indicates increased understanding of LGBTQ+ issues - inclusion within the MHM+ resources for KS2
4. Promote positive LGBTQ+ role models and representation through displays, assemblies and the library.	Headteacher, Pastoral Lead	Posters, books, assembly plans	Ongoing	Increased visibility of LGBTQ+ representation across the school.



5. Establish a pupil-led Equality and Diversity Committee to provide a platform for pupil voice on these issues.	Pastoral Lead	Meeting space, staff time	By July 2028	Committee established and meeting regularly, with actions taken in response to pupil feedback.
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Child-Friendly Objectives

These will be shared with children as part of the anti-bullying week:

1. We will make sure that everyone is treated fairly and with respect, and that no one is bullied or treated badly because of who they are.
2. We will make sure that all pupils, no matter what their background or abilities are, have the same chances to learn and do well in school.
3. We will help everyone in our school community to understand and celebrate the differences between people, and to work together in a kind and friendly way.
4. We want to make sure everyone is kind and respectful, and doesn't use words that are hurtful to people because of who they love.
5. We will learn more about different families and how to be a good friend to everyone.
6. We will have a special group of pupils who will help make our school an even more welcoming and fair place for everyone.

Impact Statement

By successfully completing these equality objectives, Radley CE Primary School will create a more inclusive, equitable, and harmonious school community. Discrimination and bullying will be reduced, and all pupils will have equal opportunities to access and succeed in the curriculum, regardless of their protected characteristics. The school's curriculum and activities will better reflect and celebrate the diversity of the school community, fostering greater understanding and respect between people of all backgrounds. As a result, pupils will develop a strong sense of belonging, resilience, and respect for others, preparing them to be active and engaged citizens in their local and global communities.

By successfully implementing these objectives, Radley CE Primary will create a more inclusive and respectful school environment where all pupils feel valued and accepted, regardless of their sexual orientation or family background. The use of derogatory language will be reduced, and pupils will develop a deeper understanding and appreciation of diversity. The development of an Equality and Diversity Committee will empower pupils to have a voice in shaping a school culture that celebrates difference and promotes equality. These changes will contribute to the school's overall aim of providing a rich and fulfilling education that supports the development of the whole child.