Equality Objectives and Action Plan 2026-2030

Puriton Primary School

Our mission is to provide each child with a creative and engaging education, which inspires confidence and resilience with a love of learning. By challenging and encouraging children to thrive and achieve as individuals, we aim to prepare them to be successful, compassionate and responsible citizens of the future

Puriton Primary School actively promotes equal opportunities for all learners whatever their age, gender, ethnicity, disability, attainment and background. We will pay particular attention to the provision for and achievement of all in our school policies and action plans.

Objective 1: Improve outcomes for disadvantaged and vulnerable pupils

Public Sector Equality Duty: Advance equality of opportunity

Target Groups:

- Pupil Premium
- FSM
- SEND
- Young carers
- Vulnerable learners

Success Criteria by 2030

- Attainment gaps between disadvantaged and non-disadvantaged pupils continue to narrow.
- Increased percentage of disadvantaged pupils achieving age-related expectations.
- Increased participation in wider curriculum opportunities.

Year	Actions
2026-27	Review attainment and participation data. Identify barriers to achievement. Establish baseline measures.
2027-28	Develop targeted interventions and mentoring support for identified pupils.
2028-29	Evaluate impact of interventions and refine provision. Increase access to enrichment opportunities.
2029-30	Review four-year outcomes and set new targets based on progress made.

Lead Staff: Headteacher, SENDCo, Pupil Premium Lead, Class Teachers

---

Objective 2: Ensure an inclusive and representative curriculum

Public Sector Equality Duty: Foster good relations and eliminate discrimination

Protected Characteristics:

- Race
- Religion or belief
- Disability

- Sex
- Sexual orientation
- Gender reassignment

Success Criteria by 2030

- Curriculum demonstrates diverse representation.
- Pupils demonstrate understanding and respect for protected characteristics.
- Positive pupil voice feedback regarding inclusion.

Year	Actions
2026-27	Conduct a curriculum diversity audit of books, resources and curriculum content.
2027-28	Purchase and embed diverse texts and resources across all year groups.
2028-29	Review curriculum plans to ensure protected characteristics are represented appropriately.
2029-30	Evaluate pupil understanding through surveys and pupil voice activities.

Lead Staff: Subject Leaders (particular focus on English Lead and PSHE Lead), Headteacher

---

Objective 3: Improve attendance and belonging for vulnerable groups

Public Sector Equality Duty: Advance equality of opportunity

Target Groups:

- SEND
- FSM
- Persistent absentees
- SEMH pupils

Success Criteria by 2030

- Reduction in persistent absence.
- Improved attendance for identified groups.
- Increased pupil sense of belonging.

Year	Actions
2026-27	Analyse attendance by vulnerable groups and identify key barriers.
2027-28	Strengthen family support through PFSA intervention and attendance plans.
2028-29	Develop pupil voice activities to improve engagement and belonging.
2029-30	Review attendance trends and evaluate impact of strategies.

Lead Staff: Headteacher, Attendance Lead, SENDCo/Inclusion Lead, Pupil Premium Lead

---

Objective 4: Improve accessibility and support for disabled pupils and adults

Public Sector Equality Duty: Advance equality of opportunity

Protected Characteristic:

- Disability

Success Criteria by 2030

- Improved accessibility of information and communication.
- Positive feedback from parents and carers.
- Effective implementation of reasonable adjustments.

Year	Actions
2026-27	Review Accessibility Plan and gather views from parents of pupils with SEND and disabilities.
2027-28	Improve accessibility of school communications and events where required.
2028-29	Deliver staff training on neurodiversity and inclusive classroom practice.
2029-30	Evaluate accessibility provision and develop next-stage improvements.

Lead Staff: SENDCo, Headteacher, Office Manager, Site Manager

---

Objective 5: Prevent discrimination, prejudice and bullying

Public Sector Equality Duty: Eliminate discrimination, harassment and victimisation

Protected Characteristics:

- All protected characteristics

Success Criteria by 2030

- Pupils report feeling safe.
- Effective recording and monitoring systems.
- Reduction in discriminatory incidents.

Year	Actions
2026-27	Review Anti-Bullying and Behaviour Policies. Refresh reporting procedures.
2027-28	Staff training on protected characteristics, unconscious bias and inclusion.
2028-29	Introduce pupil-led awareness activities through assemblies and School Council.
2029-30	Evaluate incident data and refine procedures as required.

Lead Staff: Headteacher, DSL/DDSL, Senior Leadership Team

Objective 6: Increase equality of participation in leadership, sport and enrichment

Public Sector Equality Duty: Advance equality of opportunity

Target Groups:

- SEND
- Disadvantaged pupils
- EAL pupils
- Underrepresented groups

Success Criteria by 2030

- School Council, pupil leadership and clubs reflect the diversity of the school.

- Increased participation rates for targeted groups.
- Reduced barriers to participation.

Year	Actions
2026-27	Establish baseline data for participation in clubs, sports and leadership roles.
2027-28	Identify and address barriers to participation for underrepresented pupils.
2028-29	Increase targeted invitations and support for vulnerable groups.
2029-30	Evaluate participation rates and celebrate positive outcomes.

Lead Staff: PE Lead, School Council Lead, Headteacher, SENDCo

---

Annual Monitoring Arrangements

The following will be reported annually to Governors:

- Attainment by SEND, FSM, EAL and gender groups.
- Attendance and persistent absence data.
- Participation in clubs, trips and leadership opportunities.
- Behaviour, bullying and prejudicial incident data.
- Exclusions and suspensions by group.
- Parent and pupil survey outcomes.
- Accessibility and SEND provision reviews.