



Iqra Primary School Equal Opportunities Objectives

Iqra Primary school has an Equality Guidelines document, which has been agreed by the Governing Body.

Below is Iqra Primary schools Equal Opportunities Statement. If you would like to see the complete Policy, it can be accessed on school website or by contacting the school office.

Objective 1

To improve staff understanding of and response to the complex needs of disabled pupils in the classroom, around the school and in the playgrounds.

We have chosen this objective following an increase in the number of disabled pupils with individual, complex needs. We are committed to giving these pupils the best possible education and experience we can within our mainstream setting. To achieve this objective, we will compile detailed reviews of each disabled child, outlining their progress and attainment each academic year and evaluating current provision arrangements. This will include an audit of their accessibility of the school premises, resources, specialist equipment, teaching, sports activities, extracurricular activities and school trips.

We will look at the profile of the staff who have direct access to each individual disabled pupil and the training they have had in the last year. We will arrange further training where necessary and/or reminders of best practice in the classroom and outside. In addition, we will consult with parents, carers and the staff team every academic year so we can have a targeted approach around provision we have in place, training needs and gauge the impact of our initiatives upon disabled pupils. This will be led by the SEND leader. The accessibility plan will be up-dated to reflect any changes as well as individual pupils' SEND plans. Progress made towards achieving this objective will be reported to the governor committee each term.

Objective 2

To ensure that the curriculum on offer at Iqra Primary School is one that is rich in real life learning experiences and based around the acquisition of knowledge.

We chosen this objective to ensure that the learners at Iqra Primary are provided with a curriculum that is rich in real life experiences and one that enables them to build upon there learning and in doing so gain knowledge that will remain with them for life and offers opportunities for additionality and talent spotting.

Current progress towards this objective includes ensuring that the curriculum is well designed and sequenced. Assessment opportunities for the team to ascertain that the children know and remember more is evidenced effectively in books. We continue to ensure that there are rich real-life lived experiences.



Objective 3

To ensure that there all staff within the school feel that they are valued, their achievements are recognised and that there are opportunities for professional development. In addition, that the school continues to address the issues around work life balance and unnecessary paperwork.

The reason for this objective is to ensure that all members of staff at the school feel valued and believe that their opinions are listened to. This will mean that the school is able to retain its staff and continue to strive for further school improvements.

Current progress towards this objective includes but is not limited to: The school has achieved the Well Being Award Roles; responsibilities have been adapted and changed as a result of staff interviews and meetings Middle and Senior Leaders; the staff have PPA from home once a month; staff are entitled to a day from home for their contribution towards running after school clubs.

Document Management

| | |
|-----------------------|-----------------------------------|
| Approval Body | Governing Body/Chair of Governors |
| Date Approved: Review | |
| Colleague Responsible | |
| Next Review | |
| Period/Frequency | |