



Rise
Raising the Bar

BLACKFORDBY ST MARGARET'S C of E PRIMARY SCHOOL

Equality Objectives (2025–2029)

At Blackfordby St Margaret's, we are committed to promoting equality of opportunity for all pupils, families and staff. Our Equality Objectives set out measurable actions we will take to reduce disadvantage, remove barriers and celebrate diversity across our school community. These objectives are reviewed regularly and formally updated every four years in line with statutory requirements.

Equality Objective 1 – Narrow attainment gaps for vulnerable learners

By **July 2027**, we will reduce the attainment gap between **disadvantaged pupils** and **non-disadvantaged pupils** in reading, writing and maths by **at least 10%**, measured using internal assessment data.

Equality Objective 2 – Improve attendance for identified groups

By **July 2026**, we will reduce persistent absence among **disadvantaged pupils** and pupils with **SEND** by **a minimum of 5%**, monitored through termly attendance data.

Equality Objective 3 – Increase representation & diversity in the curriculum

By **July 2027**, all subject leaders will update their curriculum plans to ensure pupils encounter **at least three examples per year** of diverse texts, figures, cultures or backgrounds, appropriate to their subject area.

Equality Objective 4 – Strengthen pupils' understanding of equality and inclusion

By **July 2026**, each class will engage in **at least one equality-focused learning project per term** (PSHE, British Values, RE or themed weeks), with evidence published through displays, newsletters or pupil voice.

Equality Objective 5 – Improve physical and digital accessibility

By **July 2028**, the school will implement **a minimum of three accessibility improvements**, including adjustments to the physical environment, signage, classroom resources or website accessibility features.

Monitoring & Review

Progress towards our Equality Objectives will be:

- Reviewed termly by senior leaders
- Reported to Governors annually
- Updated fully by **July 2029** in line with the Public Sector Equality Duty

Last updated: March 2026

Next review: July 2027

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“By their fruits shall you know them” (Matthew 12:33)



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