



Equality Objectives for Totley All Saints CE Primary 2026

Overarching Aim:

Increase pupil understanding and appreciation of the diversity of the wider community and beyond.

Rationale:

- Aligns with schools vision and values
 - Ensure all pupils at Totley All Saints have a wealth of opportunities to understand and appreciate cultural differences and to promote equal opportunities for all.
 - Low percentage (23.3%) of pupils from ethnic minority backgrounds within school setting
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Equality Objectives

1. **Enhance the curriculum to include diverse cultural perspectives and experiences.**
(Advancing equality of opportunity & fostering good relations)
2. **Promote inclusive extracurricular activities that encourage participation from all pupils, especially those from underrepresented ethnic backgrounds.**
(Advancing equality of opportunity & eliminating discrimination)
3. **Develop whole-school community engagement initiatives that celebrate cultural diversity and promote mutual respect and understanding.**
(Fostering good relations & eliminating discrimination)



Action Plan:

Objective 1: Enhance the curriculum to include diverse cultural perspectives and experiences

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Audit current curriculum to identify gaps in cultural diversity content	Curriculum Lead and Headteacher	Curriculum documents, staff time	1 term	Completion of curriculum audit report
Integrate diverse cultural perspectives and stories into lesson plans	Class teachers, Subject Leads	Diverse teaching materials, books, multimedia	1 academic year	Updated curriculum plans reflecting diverse cultures in at least 3 subjects
Provide staff training on cultural competence and inclusive teaching	SENCo, Headteacher	Training providers, time for professional development	2 terms	Staff training completed by 100% of teaching staff
Monitor pupil engagement and understanding through assessments and feedback	Senior Leadership Team	Assessment tools, pupil surveys	Ongoing, reviewed termly	Evidence of increased pupil awareness and appreciation in pupil feedback and work



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Objective 2: Promote inclusive extracurricular activities that encourage participation from all pupils, especially those from underrepresented ethnic backgrounds

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Review current extracurricular offer for inclusivity and accessibility	PE Lead, Inclusion Lead	Participation data, pupil voice feedback	1 term	Report on inclusivity of extracurricular activities completed
Develop new clubs and activities that reflect diverse cultures and interests	Club coordinators	Funding for new clubs, community volunteers	1 academic year	At least 2 new inclusive clubs introduced with diverse cultural themes
Actively encourage pupils from ethnic minority backgrounds to join	Class teachers, Inclusion Lead	Communication materials, parental engagement	Ongoing	Increased participation rates of ethnic minority pupils in extracurricular activities
Monitor attendance and feedback for extracurricular activities	Inclusion Lead	Attendance records, pupil surveys	Termly	Evidence of improved participation and positive feedback from pupils



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Objective 3: Develop whole-school community engagement initiatives that celebrate cultural diversity and promote mutual respect and understanding

Actions	Person Responsible	Resources Needed	Time Frame	Success Criteria
Organise cultural celebration events involving pupils, families, and local community	Headteacher, FOTAS	Event materials, community contacts	Annually	Successful cultural events held with strong attendance from pupils and families
Establish partnerships with local cultural and diversity organisations	Headteacher, LSB	Contact databases, networking time	1 academic year	At least 2 active partnerships established
Incorporate pupil-led initiatives promoting diversity and inclusion	Pupil Council, Global Neighbours, TASS leaders, Staff	Meeting time, resources for projects	Ongoing	Pupil-led projects completed and showcased in school
Communicate and celebrate diversity through newsletters, website, and assemblies	Headteacher, Teachers	Communication platforms, assembly time	Termly	Regular updates and celebrations evident in school communications and assemblies



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Impact Statement

By successfully completing these objectives, Totley All Saints CE Primary will foster a more inclusive and culturally aware school community. Pupils will develop a deeper understanding and appreciation of diversity, helping them to become compassionate, respectful, and confident global citizens. This will enrich their learning experiences, promote equality of opportunity, and strengthen relationships across all protected characteristics. The school will continue to embody its Christian values of compassion, justice, and selflessness by ensuring every pupil feels valued and supported, contributing positively to their personal development and the wider community.