

Equalities Objectives (2025–2028)

Our Commitment

At Tandridge Learning Trust (TLT), we are committed to fostering an inclusive environment where every child feels safe, valued and able to thrive. We recognise and celebrate diversity within our community and are dedicated to ensuring equality of opportunity for all pupils, staff and families. Our TLT Core Values of Equity, Collaboration and Integrity guide our commitment to these aims.

These objectives are set in line with the Public Sector Equality Duty (Equality Act 2010) and reflect our commitment to inclusion, high expectations and positive outcomes for every child. They also support our approach to inclusion and belonging, ensuring this is embedded throughout our curriculum, culture and daily practice.

Bletchingley Village Primary School

Equalities Objectives

1. Narrow gaps in attainment and progress

We will monitor and reduce differences in outcomes between groups of pupils, including those eligible for Pupil Premium, pupils with SEND, and those from different ethnic backgrounds. We will ensure all pupils achieve well from their starting points through high-quality teaching and targeted support.

2. Strengthen inclusive teaching practices

We will ensure all staff consistently use inclusive teaching strategies to meet the needs of all learners. Ongoing professional development will support staff in areas such as adaptive teaching, SEND, EAL and trauma-informed practice.

3. Promote a sense of belonging and representation

We will create a school culture where every child feels represented and valued. Our curriculum, reading materials, displays and enrichment opportunities will reflect diverse cultures, identities and experiences.

4. Foster respect and understanding

We will actively promote respect, equality and diversity through our curriculum and wider school life. Pupils will develop an understanding of protected characteristics and be supported to challenge discrimination and stereotypes.

5. Improve attendance and engagement

We will work in partnership with families to reduce persistent absence and ensure all pupils, particularly those from vulnerable groups, attend regularly and engage positively with school life.

6. Ensure equitable access to opportunities

We will ensure all pupils can access enrichment opportunities such as trips, clubs and leadership roles. Barriers to participation will be identified and addressed.

7. Develop pupil voice and leadership

We will provide opportunities for pupils to contribute to decision-making and promote equality through councils, leadership roles and peer support systems.

8. Engage and support families

We will build strong partnerships with families from all backgrounds, ensuring communication is accessible and inclusive, and that all parents and carers can engage in school life.

Monitoring and Review

These objectives will be reviewed annually by school leaders and governors. Progress will be monitored through:

- Pupil progress and attainment data
- Attendance and behaviour records
- Pupil, parent and staff voice
- Monitoring of teaching and curriculum

We will ensure that our approach remains responsive to the needs of our community and continues to promote equality, inclusion and high aspirations for all.

Conclusion

Through these objectives, we aim to create a school where inclusion is at the heart of everything we do, enabling every member of our community to feel a strong sense of belonging and to achieve their full potential.

Equality Objectives	Rationale	Key documents	Progress over time
Pupil outcomes – relating to an issue affecting a large share of pupils compared to the national average			
To narrow the attainment gap at the end of each academic year between pupil premium children and non-pupil premium children, across all year groups.	Narrowing the attainment gap between pupil premium and non-pupil premium pupils will promote equality of opportunity across all year groups. It will help us to address barriers linked to disadvantage, ensure targeted support is effective, and enable all pupils to achieve their potential through consistently high expectations, inclusive teaching, and equitable outcomes.	Pupil premium strategy	
Pupil outcomes – relating to an issue affecting a small share of pupils compared to the national average			
To increase the percentage of children attaining ‘greater depth’ at the end of each year group.	To promote high expectations, reduce underachievement and strengthen teaching through deeper learning. To support equitable outcomes by enabling all learners to reach their full academic potential.	School development plan	
Pupil belonging and whole child development			
To increase participation in the wider curriculum; clubs, trips, responsibilities and enrichment activities, among disadvantaged pupils, pupils with SEND, and other underrepresented groups.	To promote equality of opportunity beyond the classroom and ensure disadvantaged pupils, pupils with SEND, and underrepresented groups can access wider experiences that build confidence, skills, aspiration, and belonging. Monitoring participation termly helps identify barriers early and supports targeted, inclusive action for all learners.	Pupil premium strategy School development plan	