



# Zaytouna Primary School

## Equality Objectives 2025 - 2026

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and demographic. Zaytouna follows the National Curriculum with provision to learn about the Islamic faith. Zaytouna welcomes children of all faiths. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

| Target                                                                                                                       | Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Outcomes                                                                                                                                                                                                                                  | Timeline                                                 |
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| <b>1. To close the attainment gap between the performance of boys and girls in writing.</b>                                  | <ul style="list-style-type: none"> <li>To enhance teaching and learning guidelines to ensure at least good teaching throughout the school</li> <li>To develop staff understanding about motivation for writing for different groups of children.</li> <li>To refine assessment procedures and data analysis to ensure robust tracking.</li> <li>To hold challenging pupil progress meetings to ensure all pupils are making good progress relative to their starting points.</li> <li>To continue to use specific and targeted interventions to close the gap for identified pupils.</li> </ul>     | <p>The difference in the performance of boys and girls in writing closes.</p> <p><i>Summer 2025 – attainment gap in writing:</i><br/> <i>Boys: 55% EXS or above</i><br/> <i>Girls: 67% EXS or above</i></p>                               | <p>Monitoring from September 2024 via PPMs</p>           |
| <b>2. To reduce the use of prejudice-related derogatory terms and use of derogatory language specifically aimed at race.</b> | <ul style="list-style-type: none"> <li>Ensure curriculum themes include celebrating the achievements from a range of ethnicities. Where possible with Islamic examples</li> <li>Ensure coverage of anti-racism through assemblies, collective worship and themed weeks where clear link between theme and Islam is identified and supported with hadith/sunnah/qur'anic quotes</li> <li>Make clear the importance of inclusion and belonging of everyone underpinned by Islam.</li> <li>Continue to provide swift responses to racist incidents, ensuring appropriate communication with</li> </ul> | <p>Children will talk about other differences with respect and tolerance. Outcomes in RE and PHSE will reflect the teaching with clear distinction of Islamic perspective. Curriculum offer is representative, equal and diverse with</p> | <p>September 2025 – ongoing</p> <p>(Reviewed termly)</p> |

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|                                                                                                                                                                                               | parents and restorative approaches. With clear reminders on Islamic stance on discrimination.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | clear distinction of Islamic perspective. Incidents are rare.                                                                                                                                                                                                  |                                                                                                                                                                |
| <b>3. To promote cultural understanding and awareness of all religious beliefs between different ethnic groups within our school community with emphasis of schools' Islamic distinction.</b> | <ul style="list-style-type: none"> <li>• Expert-written RE curriculum embedded approved by Islamic core teaching team.</li> <li>• Visits to places of worship highlighting similarities and distinction to Islam</li> <li>• Links with schools of other faiths, including visits highlighting similarities and distinction to Islam</li> <li>• Affiliation with the Association of Muslim Schools, learning from feedback and suggestions for improvement.</li> <li>• Enabling discussions around sensitive topics in a stage and age-appropriate manner underpinned by Islam</li> <li>• Increased amount of Islamic Studies lessons from September 2019</li> </ul> | <p>Pupil perceptions will show that children respect different faiths and cultures.</p> <p>Children participate in assembly discussions showing curiosity and respect.</p> <p>Teachers plans demonstrate RE scheme is being covered across all year groups</p> | <p>Change of role for RE Leadership – now includes one teacher leading curriculum delivery and one teacher leading RE enrichment – September 2025 onwards.</p> |