

## **Equality Objectives: 2021- 2025**

(Reviewed October 2023)

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

<b>Aim</b>	<b>Objective</b>	<b>Target group(s)</b>	<b>Action</b>	<b>Who's responsible</b>	<b>Dates</b>	<b>Milestone / progress</b>
To promote good relations between people from different backgrounds.	Improved understanding of British community and the diversity within it. Increased positive attitudes towards disabled people	All pupils	Curriculum that is rich and varied links to other cultures. SMSC during assemblies- covers refugees, disability. Reviewed regularly to stay topical.	SLT Teachers	October 2023 – January 2025	Assembly timetable and Curriculum demonstrate cultural range.
To increase the participation of all parents ensure representation from minority, marginalised or vulnerable backgrounds in school life.	Increase the diversity parents involved in the decision-making processes of the school	Parents who are 'minority', marginalised and/or vulnerable. Parents that are often considered 'hard to reach'.	Identify which groups are under-represented at parent consultation meetings. Increase opportunity for involvement: Keep registers; Structured Conversations; carry out parent surveys; use technology to make communication accessible – Ping / consultation meetings.	SLT Teachers Office staff	October 2023 – January 2025	100% take up of parent consultation events.
To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society.	For pupils to understand they have rights and how they can effectively and responsibly exercise them.	All pupils	To maximise opportunities for debate. Pupils to participate in elections within school for positions of responsibility. School Council to be run with democratic principles. Leadership positions: Council Member, Eco representatives, House Captains	SLT Teachers Pupils	January 2121 – January 2025	Functioning School Council to be active and visible in school decision making.

To enrich pupils' lives in order they have the cultural capital necessary to succeed and be aspirational in life.	To provide equal life experiences for all pupils.	Pupils eligible for Pupil Premium Grant, all pupils	Access all exciting opportunities in- arts, enterprise and sports. Develop outside learning opportunities and opportunities to visit, contribute to galleries and volunteer for local community activities.	All staff	October 2023 – January 2025	Evidence / registers of children taking part in activities or events additional to the curriculum.
To increase social and emotional skills for all pupils with particular focus on those with recognised social, emotional and mental health difficulties.	Improved ability by pupils to self-regulate in challenging situations and a reduction in classroom disruption.	Pupils with recognised SEMH / all pupils	Train staff to deal with challenging behaviour (Thrive). Fully implement and embed behaviour policy. Recovery curriculum / and 'guiding principles agreed at resumption of school following lockdown.	All staff	October 2023 – January 2025	Playground TPAs appointed and allocated to front and back playgrounds. Minimum of five fully Thrive trained members of staff across the school.