



Equality Objectives
Approved October 2020

Equality Objectives 2020 - 2023

In line with the Equalities Act, 2010 and the school's Equality Policy and Public Sector Equality Duty commitment statement, the following objectives demonstrate the school's focus on providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community. These objectives have been arrived at following discussions with members of the school community, an analysis of pupil progress and a review of the school's developing population over recent years.

We are committed to meeting our Public Sector Equality Duty to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We shall achieve this through :

- Implementing required policies and procedures
 - Ensuring appropriate training for our staff
 - School assemblies and special events
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Appropriate oversight by school leaders and Governors
- Our identified school objectives)

Public Sector Equality Duty	Equality Objectives	Actions	Review
Eliminate discrimination harassment and victimisation	To make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; their religion or beliefs; their sexual identity and orientation.	Purchase of MEAS SLA for support and advice. Deliver materials from the Ariel Trust with year 6 Audit our books and resources to see if they reflect all protective characteristics	April 2021 SLA review Spring 2021 Autumn 2020
Advance equality of opportunity between different groups	To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum. To ensure that those with management responsibility and individual staff accept responsibility for planning, organising and delivery of appropriate educational material. To ensure all recruitment, employment, promotion and training is fair to all.	Develop the curriculum that engages all pupils. Planning reflects the diverse needs of pupils and the support they need Give regard to Equalities Policy when making appointments to school staff so that there is no discrimination to employment, promotion or training opportunities	Termly monitoring meetings Weekly As required
Foster good relations between different groups	To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion. Ensure that different groups are consulted and involved in decisions made in school through talking to parents and pupils.	Embed the teaching of PHSE through – the Jigsaw resources Displays around school promote positive messages regarding equality and diversity. Visitors, assemblies and cultural weeks timetabled.	2021 Self evaluation process Termly / ongoing

