

**Guilden Morden CofE Primary Academy
Equality Objectives**

The Equality Act 2010 requires objectives to be set every four years. Aims are set, by schools to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

Most schools establish 3-4 objectives which align with their school development plan priorities. Governing bodies should review objectives annually and update the equality information that is published.

Examples of equality objectives might include:

Objective	Main actions	Lead person	Time scales	Evidence of impact
Promote equality and diversity through our curriculum, and resources and events selection.	Curriculum topics to promote and include equality and diversity. Review existing books and replenish new books in the library with consideration given to equality and diversity representation. Collective Worship themes and events, for example, Martin Luther King, Suffragettes, Malala Yousafzai. Planned events and visitors to include representation of equality and diversity, for example, Black History workshops, Great Athletes Paralympian visit, Panathlon - Multi Skills Children with SEND event – SC Sports Partnership event.	HT SENco	Ongoing each academic year	Raised awareness of inclusion and equality for all Policy and practice which reflect consistent approach to school ethos and equality.
Ensure that the achievement (progress) of children from vulnerable and disadvantaged families (Pupil Premium) improves so that it is in line with or above that of all non-disadvantaged children	Data and test level analysis to identify key issues for Pupil Premium group. Progress Meetings track attainment and next steps for teaching and learning. High quality interventions in place with clear timelines and evaluations to ensure impact. Pupil Premium plan is reviewed at least annually to ensure impact of budget on attainment.	HT SENco Class teacher and supporting staff	End of year outcomes July 204 and onwards	Records of progress meetings, evaluations and monitoring. Data: Trust wide and statutory assessments.

Promote the understanding of and respect for difference within the school and its community	All curriculum and policy review will refer explicitly to our equality policy and statement and reflect the school's ethos. Behaviour policy and systems promote respect for differences and equality. Collective worship, school events, visits and visitors reflect the whole community and British values. Planned community/ parent participation in surveys and consultations e.g. RSE consultation.	SLT	Ongoing each academic year	Low or no incidents of racism/ discriminatory behaviours. Curriculum map/ planning. Policy and practice which reflect consistent approach to school ethos and equality.
ENCo in EYFS	• CB to take on the role of Equality Named Co-ordinator in EYFS • Promote equality, diversity, and inclusion, ensuring fair treatment and equal opportunities for all children regardless of their backgrounds or characteristics. • Review provision and curriculum planning reflects equal opportunities for all • Resources used reflect equality and diversity	SENCo	July 2024 and onwards	Records of progress meetings and monitoring. Curriculum plans and provision Resources
Ensure equality of access to all aspects of our curriculum and school provision	Disability and Accessibility Plan is in place and reviewed regularly. (See separate plan for further information and objectives)	SENCo	June 2023 (review every 3 years or sooner if any changes to building)	Disability and Accessibility Plan.