



Equality Objectives Action Plan – 2024 – 2028

Public Sector Equality Duties (PSED): eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR)

PSED	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s): e.g. whole school, girls, boys, SEN, staff	Action	Who is responsible?	Dates from and to:	Indicator of Achievement
ALL EUDHV EO FGR	Gender	To challenge gender stereotypes and ensure children have the same opportunities regardless of gender. The school promotes children and staff to be individuals with their own needs	To help children understand that everyone is an individual who can achieve whatever they want without being held back by gender	Whole School	<ul style="list-style-type: none"> Update any resources that demonstrate gender stereotypes Ensure displays do not reflect any gender stereotypes Encourage children to try all new experiences Children access mixed gender sports. Encourage visitors in school that challenge gender stereotypes. Consider doing a 'Where in the World' project where former pupils send in details of their life experiences and where they are now. 	All Staff	Ongoing	<ul style="list-style-type: none"> No gender stereotypical resources in school Children will not be restricted by gender Evidence of visitors in school Displays will be more diverse.
ALL EUDHV EO FGR	All	Tackle prejudice and promote and understand of what racism is and how it affected the daily lives of people.			<ul style="list-style-type: none"> Make use of Anti-Racist Cumbria training – The Fell we Climb (TFWC)& resources Staff to access Anti-racism training 	Teachers	TFWC training Summer 2024 2024-25	<ul style="list-style-type: none"> Start of the journey towards being an Anti-Racist school



					<ul style="list-style-type: none"> • Deliver the TFWC lessons to all pupils • Identify opportunities through World and national events to talk to children about Racism • Share our journey on social media to promote Anti-Racism in our wider community. • Ensure we have a wide range of resources promoting diversity across the whole curriculum 			
ALL EUDHV EO FGR	All	Promote good relations between people from different backgrounds and challenge a range of stereotypes that are prevalent in our local community e.g. Gypsy, Roma, Traveller (GRT)	Improve the understanding of Cumbria and the diversity within it. Increase positive attitudes towards groups of people.	All pupils and staff	<ul style="list-style-type: none"> • Around June time plan lessons about the travelling community to learn about the community, their traditions and how important Appleby is to this community. • Use teaching in History to explore different groups and their traditions. • Consider a homework activity to involve families. 	Teaching staff	Summer Term	
Date Action Agreed:		1 st October 2024			Date Agreed for Review:	October 2028		