



**EQUALITY OBJECTIVES**

**September 2020 September 2024**

**MISSION STATEMENT**

**Learning, growing and caring as part of  
God's family**

*"I am the vine, and you are the branches. If any remain in me and I remain in them, they produce much fruit." (John 15:5)*

Objective	Which group(s) with protected characteristics will this benefit/	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
<p><b>To ensure staff and governors understand their responsibilities in regard to the Equality Act.</b></p> <p><b>To provide staff and governors training in order that they can best promote equality in school.</b></p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,</p>	<p>Provide staff and governors with training on equality and diversity including the protected characteristics.</p> <p>Ensure all staff and governors are familiar with our updated policy.</p>	<p>By Summer 2021</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p> <p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Staff and governors understand responsibilities and requirements in regard to equality in schools</p> <p>Staff and governors have received training on how to promote equality in school.</p>

<p><b>To increase all children's physical activity levels</b></p>	<p>Disability Gender</p>	<p>Ensuring the quality of teaching is strong and meeting the needs of all learners.</p> <p>Identification of children who have not taken part in physical activities during lockdowns/children who have put on weight due to lockdowns.</p> <p>Set up clubs targeting specific children-encourage parents to sign children up for the club.</p> <p>Engage a wide range of sports coaches across school to appeal to a wide range of children including multi skills and dance coaches.</p>	<p>By July 2021 and then throughout 2022.</p>	<p>Advance equality (gender)</p>	<p>All children regardless of gender/disability will take part in quality PE/Sport.</p>
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<p><b>To promote cultural development and understanding through a rich range of experiences.</b></p>	<p>Race, Religion or belief</p>	<p>Class teachers/SLT to make sure all children's cultural backgrounds are acknowledged, celebrated and used as a valuable resource within school.</p>	<p>Ongoing Increase number of visitors when Risk assessment allows it is safe to do so. Make links between subjects e.g. Music and RE.</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Children have a better understanding of race and religions.</p> <p>Children understand that they are part of a multi-faith society and learn the values of other religions</p>
<p><b>Promote understanding and respect for children's differences</b></p>	<p>Disability, Gender, Race, Religion or belief</p>	<p>Hold an equalities assembly led by the children each academic year.</p> <p>RA to lead a series of disability assemblies around the areas of VI/HI/Autism</p>	<p>Each year to be led by Y5/6.</p> <p>Beginning in Summer term 2021 and then termly- each dealing with a different disability</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p> <p>Eliminate unlawful discrimination, harassment and victimisation.</p>	<p>Children have an understanding of our rights. Children are reminded to show understanding and respect differences.</p>

<p><b>To ensure that all pupils are given similar opportunities with regards to extended learning opportunities</b></p>	<p>Disability, Gender, Race, Religion or belief</p>	<p>Analysis of register of attendance. Parents and pupil questionnaire. Proactively promoting activities to less engaged groups</p>	<p>April 2021 and then ongoing. (This has been amended due to attendance of key worker children only in Spring 2021)</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>Increase of attendance to after-school clubs. All disadvantaged children attend at least one club or activity during the year</p>
<p><b>To ensure the school environment is accessible as possible to all pupils, staff and visitors.</b></p>	<p>Disability, Gender</p>	<p>Keep accessibility plan up to date (see plan) (SENCO, Health and Safety Governors)</p>	<p>Ongoing</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>All pupils able to access learning and environment</p>
<p><b>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010</b></p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment</p>	<p>Create effective system for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and effective action</p>	<p>Feedback from pupils - termly</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act</p>	<p>No recorded incidents of specific name calling i.e. homophobic/ racist improve everyone's understanding of the implications of homophobic name calling  Parents will be asked to work with the school to eliminate the above</p>

		involving parents where necessary and comprehensive recording.			
<b>Monitoring arrangements:</b> At least yearly reports to Govs. from Summer 2021					
<b>First review dates:</b> Summer 2021					