

Salmestone Primary School Equality Objectives



Salmestone
Primary School



Date Policy Issued/Last Reviewed:	April 2024
Review Due:	April 2028
Name of Responsible Manager Headteacher: Mr T Platten	

Our Equality Objectives

We have identified key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Our equality objectives are:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children

* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

Equality Objectives for period April 2024 – April 2028

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?
To promote cultural development and understanding through a rich range of experience, both in and	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Programme of visits to include places of worship and larger towns and cities Programme of visitors and themes organised for assemblies to share different faiths and cultures	Visit and visitors programme set by Sept. 2025 Termly visitors	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Pupils in the Academy will have a wider experience of a divergent society Children understand that they are part of a multi- faith society and learn the values of other religions

beyond the school		Senior Leadership Team, RE subject leader, To increase exposure through multicultural events hosted by the Friends fo Salmestone			
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep accessibility plan up to date (see plan) SENCO, Health and Safety Governors	ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Maintain effective system for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording. Proactively engage and educate pupils through PSHE and British Values about the importance of tolerance	Feedback from pupils - termly	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Reduced incidents of specific name calling i.e. homophobic/ racist Improve everyone's understanding of the implications of homophobic name calling Parents will work with the school to eliminate
Actively close gaps in attainment and achievement between pupils	Disability, Gender, Race,	Ensure adaptation and scaffolding enable all children achieve.	Ongoing – see SDP	Advance equality of opportunity between people who share protected	The gap between SEN pupils and non SEN pupils will be narrowed

<p>and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children</p>		<p>provision in order to meet all children's needs.</p> <p>Introduce more specific interventions for Literacy and Numeracy</p> <p>Improve parental engagement by coming in to school and being part of the learning experience</p> <p>Class teachers, SENCo, parents</p>		<p>characteristics and those who do not</p>	
	<p>Monitoring arrangements:</p> <p>Equality Governor to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.</p>				
	<p>Last reviewed: April 2024</p>				