

Equality Objectives 2024 – 2025

The Equality Act 2010 requires us to publish specific and measureable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality Objective 1:

Eliminate unlawful discrimination, harassment and victimisation

Objective	Action	Anticipated Impact	Date
To continue to promote a tolerant and inclusive school community where we all feel safe and valued	Teach all pupils to be an upstander and ensure they know how to report any incidents		On-going
	To continue to collect pupil voice re: sexism, homophobia and racism and act on results		
	Ensure our school environment reflects the diversity in our school community		
	Ensure staff feel confident to challenge use of careless racist or homophobic words	Children know what to do if they witness an incident	Termly
	Lead anti-bullying week and online safety week	Staff feel empowered and knowledgeable to deal with any incidents should they occur	
	Discuss and review at each Curriculum and Standards meeting		Termly

Equality Objective 2:

Foster good relations between people who have a shared characteristic and those who do not

Objective	Action	Anticipated Impact	Date
<p>Raise awareness and understanding for staff and pupils of barriers for those who come from a range of ethnic minority, LGBTQ+, disability, religious or nationality groups and the gifts which their characteristics bring to our school community</p>	<p>Celebrate religious festivals across school that represent our wider community through assemblies, special lunches and staff celebrations. Invite faith leaders in to school and visit special places of worship</p>	<p>Children and staff have a greater understanding, tolerance and respect of differences between themselves and others</p>	<p>On-going</p>
	<p>Mark Autism Awareness week and Disability Awareness month and World Mental Health Day.</p>		<p>On-going</p>
	<p>Explicitly teach pupils about Protected Characteristics through assemblies and PINK curriculum. Discuss how these are applicable to our school</p>		<p>On-going</p>
	<p>Mark Black History Month and highlight the contributions of BAME soldiers in Remembrance commemorations</p>		<p>November 2024</p>
	<p>Run a school Culture Day</p>		<p>July 2025</p>

Equality Objective 3:

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Objective	Action	Anticipated Impact	Date
All staff and pupils feel valued and represented	Actively encourage SEND pupil involvement in after school clubs and extra-curricular opportunities. Monitor uptake and address any barriers	SEND pupils can access a range of extra-curricular opportunities	Termly
	Run workshops for parents of children with little or no English to help them develop understanding of the curriculum and how to support their child. Offer translated materials where appropriate and possible	Parents will be able to access information on how to support their child at home	Autumn Term
	Promote greater gender equality and inspire our female community through inviting speakers and providing opportunities for girls.	Female pupils will have increased aspirations. Challenge stereotyping of girls	On-going
	Sports premium is spent inclusively. Inclusive sports provided.	All children will have the opportunity to take part in a Sports Competition. Sport is used to break gender stereo types	On-going