



All Saints CE: Equality Objectives 2021-2025

We have identified 3 key objectives that our school will focus over the next four-year period. 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.

All Saints CE Primary School: Equality Objectives for period March 2021 – March 2025

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?
1.To promote cultural development and understanding through a rich range of experience, both in and beyond the school	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	-Programme of visits to include places of worship and larger towns and cities (covid dependent) -Programme of visitors organised for assemblies to share different faiths and cultures -Senior Leadership Team, RE subject leader,	Visit and visitors programme set by Sept. 2020 Weekly visitors	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Pupils in the school 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
2.To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities	Disability, Gender, Race, Religion or belief,	Analysis of register of attendance. Parents and pupil questionnaire. Assistant head, PE coordinator / sport coach	Parent/ pupil questionnaire – summer term 2021 Re-visit questionnaire annually Summer term.	Advance equality of opportunity between people who share protected characteristics and those who do not	Increase of attendance to after-school clubs. All disadvantaged children attend at least one club or activity during the year.
3. 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) SENDco/ AHT, Health and Safety Governors	ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils and visitors able to access learning and environment

4.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,	Monitor CPoms for recording incidences of discriminatory behaviours. Systems ensure swift identification of any issues, prompt and	Feedback from pupils - termly : Learning mentor/ School council	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	No recorded incidents of specific name calling i.e. homophobic/ racist improve everyone's understanding of the implications of homophobic name calling
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		effective action involving parents where necessary and comprehensive recording. Series of assemblies with the theme of tolerance and 'different families, same love' PSHE/Equity resources training from AHT			Parents will work with the school to eliminate
5. 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	Disability, Gender, Race,	Modify provision in order to meet all children's needs and interests. Introduce more specific interventions for English and Maths Improve parental engagement by coming into school and being part of the learning experience: Class teachers, AHT; SENDco, parents	Ongoing – see SIP	Advance equality of opportunity between people who share protected characteristics and those who do not	The gaps between SEN pupils and non-SEN pupils and all other vulnerable groups will be narrowed

Monitoring arrangements:

Health and Safety Governor to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.
Ethos Governors to monitor pupils understanding of British Values especially tolerance: behaviour and bullying logs – LA review of SEN provision?

Review : Spring 2022