

Equality Objectives Action Plan – 2022 – 2024

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

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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	All	Publish and promote the Equality Plan through the school website, newsletter and staff meetings	To raise the profile of the Equality Statement, Information and Plan.	Staff, governors and parents.	All staff and governors are aware of this plan through governor and staff meetings.	JL	22-23	Staff are familiar with the principles of the Equality Plan and use them when planning lessons, creating class room displays
ALL	All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils	To improve attainment and achievement for identified cohorts	Indicated cohorts	Review data and action through Pupil Progress meetings	JL	Ongoing	
ALL		Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects diversity in terms	For pupils to have positive learning experiences throughout their education which show and promote diversity.	All staff, pupils and visitors	Ensure curriculum promotes role models and heroes that young people can identify with, which reflects the school's diversity in terms of the equality groups. Use of literature to support Ensure that			

		with, which reflects diversity in terms of race, gender and disability	and promote diversity An inclusive environment		terms of the equality groups. Use of literature to support Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity			
Eliminate unlawful discrimination, harassment and victimisation Fostering and improving good relations	Sexual orientation	To ensure LGBT pupils are accepted and homophobia is challenged A shared understanding of what HBT bullying is	No reported cases of LGBT/HBT bullying Decrease in offensive language	Whole school and specifically any LGBT pupils/students	Utilise Christopher Winter resource in PSHE Use of LELE Materials Introduce an Equality team, through the School Council. Celebrate lesbian, gay, bisexual and transgender (LGBT+) History Month (February)	PSHE Co-ordinator (CE)	Oct 20 – ongoing	Resources successfully used and any students within LGBT group feel safer
Advance equality of opportunity	Gender	To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping	To explore careers opportunities	Whole School Focus on careers in Y5/6	Provide activities that allow pupils/students to explore gender stereotyping in careers Through play opportunities Share different careers available (use of parents)	SR	Oct 20 – ongoing	Pupils see the wide range of options for them as they are older and stereotyping is challenged
					Links with Girls in Engineering to continue and Centre for Leadership Performance			

Date Agreed – September 2023

Date to be reviewed – September 2025