

## **Equality Objectives 2021 – 2024**

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

### **Objective 1 - To develop pupil knowledge of British Values, equality and diversity by weaving it through our school ethos and practices**

Why we have chosen this objective:

- to raise the awareness level of equality and diversity at a pupil level and celebrate our contextual diversity

To achieve this objective, we plan to:

- raise awareness of our school context at staff, pupil and parental level through staff training, school assemblies and communication with parents/carers
- ensure that British Values are woven into school life directly through assemblies and direct teaching as well as in directly when addressing
- routinely capture pupil voice linked to the ethos and practices of the school

Progress we are making towards this objective:

- School context overview has been created and key information shared with staff
- Anti-bullying ambassadors have been recruited
- Assemblies feature texts that raise the issues around equality and diversity, promoting a wide range of positive role models
- British Values are woven into whole school assemblies

### **Objective 2 - To ensure that pupil representative groups are representative of the school's context; this also extends to engagement in out-of-school-hours learning opportunities**

Why we have chosen this objective:

- to foster positive relationships in the school between those who have protected characteristics and those who do not
- to provide positive role models within school for those children with protected characteristics

To achieve this objective, we plan to:

- be consciously mindful of the context of our pupil representative groups across the school through our recruitment processes and procedures
- engagement across the school in out of school hours learning captured and evaluated in relation to different pupil groups
- encourage engagement and participation of under representative groups where there is not representation of the school's context

Progress we are making towards this objective:

- Pupil representative groups have been introduced within school practices, such as:
  - Junior Leadership Team
  - House Captains
  - Playground Buddies
  - Anti-bullying Ambassadors
  - Eco-council
  - Sports teams
- Out-of-school-hours learning re-established within our school provision

### **Objective 3 - To foster good relations further between different communities within our school**

Why we have chosen this objective:

- to foster positive relationships in the school between those who have protected characteristics and those who do not
- to ensure that there is an ethos of respect for and tolerance of different communities within the school

To achieve this objective, we plan to:

- ensure any incidents are recorded appropriately by staff
- leaders monitor the number of incidents involving hostile attitudes and behaviours that could be considered prejudice towards children with protected characteristics
- intervene at an individual incident level with pupils to teach directly about tolerance of others and appropriate attitudes and behaviours
- school leaders to maintain an overview of incidents basis and use findings to inform future practices and communication with staff, pupils and parents/carers

Progress we are making towards this objective:

- CPOMS is used as a recording platform for all incidents
- Number of incidents are routinely captured