



Equality Objectives

2023-2025

Mrs P Scott

Date Approved	
Review Date	
Approved by which committee	
Chair of Committee Signature	

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Preface:

Whatever the nature of the local community, pupils are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The school's Equality Objectives should be read in conjunction with the Accessibility Policy, the Equalities Policy and the Disability Equality Scheme.

Ethos:

The School stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability. **No one will be treated less favourably than anyone else because of their sex, age, disability, race, religion or belief, sexual orientation, marital status or socio-economic status.**

Objectives:

Our approach to equality is based on the following key principles:

- All learners are of equal value
- We recognise and respect difference
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging, **between all groups.**
- We observe good equalities practice in staff recruitment, retention and development.
- We aim to reduce and remove inequalities and barriers that already exist.
- We have the highest expectations of all our children.
- **Advance equality of opportunity between different groups.**

This is achieved through the following objectives:

1. Promotion of cultural understanding, awareness of and celebration of different religious beliefs between different ethnic groups within our school community,
2. Monitoring and promotion of the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs and disabilities, pupils eligible for free-school meals, children and young people in care (or post-care) and pupils from minority ethnic groups,
3. Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups,
4. Continue to improve accessibility across the school for pupils, staff and visitors with disabilities, including access to specialist teaching areas,
5. Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community,
6. Reduce the incidence of the use of homophobic, sexist and racist language by pupils in the school.

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LOXDALE PRIMARY SCHOOL EQUALITY OBJECTIVES: 2023-2025

Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): whole school, girls, boys, SEND, staff etc	Action:	Who is responsible?	Dates from/to:	Milestone/ progress:
All aims of duty	All protected characteristics	To follow legislation relating to Council for Disabled Children (CDC) guide.	The staff are aware of the schools' legal duties in relation to disabled pupils, parents and others.	All pupils and staff	SENDCo to discuss the Disabled Children and the Equality Act 2010: What teachers need to know and what schools need to do, with staff and Governors	Mrs Mould SENDCo	June 2023- June 2025	Review February 2024
All aims of duty	All protected characteristics		Staff to adhere to: Disabled Children and the Equality Act 2010: What teachers need to know and what schools need to do (May 2022)		SENDCo to add to Information report SENDCo to lead on discussions with wider school community eg Governors	Senior Leadership Team Governors Teachers and TA's School community/ all staff		
All aims of duty	All protected characteristics	To increase pupil, staff and governors awareness of legal and human rights and the responsibilities that underpin society.	For pupils to understand they have rights, how they can exercise their rights and understand how rights link to responsibilities	All pupils and staff	To use Picture News as a resource to promote discussion around rights and responsibilities for all. To follow the Jigsaw PSHE curriculum, including for digital safety. To follow Simply Collective Worship Assemblies, for assemblies twice a week.	Miss Hanley Pastoral Manager Mrs O'Sullivan SLT/PSHE lead Mr Corns Computing & Digital Safety lead Mrs Dullat RE & SMSC lead	June 2023- June 2025	
All aims of duty	All protected characteristics	To increase the participation of pupils/pupils from a range of backgrounds in school life.	Increase the diversity of pupils/pupils involved in the decision-making processes of the school.	All pupils	Identify which groups are under-represented in the School Council and/or pupil voice processes within the school and ensure there is representation from these groups on the School Council.	Mrs Wright- Jones Deputy Headteacher	June 2023- June 2025	

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Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): whole school, girls, boys, SEND, staff etc	Action:	Who is responsible?	Dates from/to:	Milestone/ progress:
Eliminate unlawful discrimination, harassment and victimisation	All	To ensure that policy and practice relating to the recruitment, retention and training is inclusive of the diverse needs of applicants and staff.	Improved data collection and analysis on staffing issues. Staff reporting improved sense of inclusion.	Applicants and all school staff including volunteers.	Undertake equality impact assessment on policies and practices relating to recruitment and staffing and ensure alignment with local authority guidance. Improved data collection and monitoring of equality information relating to staff. New governor to be Recruitment Trained	Mr Brooke School Business Manager Governors	June 2023- June 2025	
Eliminate unlawful discrimination, harassment and victimisation	Race/ Religion or Belief/ Disability	To ensure the content of school meals and the eating environment meets the needs of all race and faith groups and those with specific health needs.	Increased take up of school meals	All those with specific race, faith, cultural and health needs	Establish strong communication links with the LA catering team in order that our kitchens fully provide a range of appropriate meals suitable for pupils of all faith groups.	School & LA caterers/cook Miss Hanley Pastoral Manager	June 2023- June 2025	

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Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): whole school, girls, boys, SEND, staff etc	Action:	Who is responsible?	Dates from/to:	Milestone/ progress:
Eliminate unlawful discrimination, harassment and victimisation	Sexual Orientation/ Race/Gender identity/ Disability/ Religion or belief	To prevent and respond to all hate incidents and prejudiced based bullying	<p>Pupils feel safe as reported in safer schools survey as feel incidents will be dealt with.</p> <p>Increased staff confidence</p> <p>Accurate reporting rates.</p>	Whole school and specifically BME /LGBTQ/SEND pupils or pupils from a Faith background	<p>To review and update existing policies and practice relating to bullying (Opportunity to carry out EQIA).</p> <p>Pupil survey (annual).</p> <p>Staff & Governors to access staff training to ensure continuing professional development for staff to develop skills in identifying and challenging homophobia and transphobia.</p> <p>Improved recording procedure of 'hate' incident recording on MIS system & staff training for this.</p>	<p>SLT</p> <p>Miss Hanley Pastoral Manager</p> <p>Mrs O'Sullivan PSHE leader</p> <p>All staff</p> <p>Governors</p>	June 2023- June 2025	
Advance equality of opportunity	Disability/ All	To increase social and emotional skills for pupils/ pupils with BESD (Behavioural, emotional and social difficulties)	Improved ability by pupils/pupils to handle difficult situations and a reduction in classroom disruption	Pupils/pupils with BESD	<p>Provide appropriate training from Pastoral Manager and Pastoral team eg Zones of Regulation</p> <p>Train staff to deliver small group work sessions to support targeted pupils/pupils in developing social and emotional skills</p> <p>Whole school approach using Jigsaw materials for PSHE</p>	<p>Miss Hanley Pastoral Manager</p> <p>Mrs O'Sullivan PSHE leader</p> <p>Mrs D Mould SENDCo</p> <p>Miss Hughes Behaviour Practitioner</p>	June 2023- June 2025	

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Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): whole school, girls, boys, SEND, staff etc	Action:	Who is responsible?	Dates from/to:	Milestone/ progress:
Advance equality of opportunity	Disability	To better understand the needs of disabled parents/ carers within our school community	Improved access and communication with disabled parents/carers	Disabled parents/carers	Review information relating to disabled parents	Miss Hanley Pastoral Manager Mrs D Mould SENDCo Mr S Brooke Business Manager	June 2023- June 2025	
Advance equality of opportunity	Other	To improve the attainment and progress of pupils eligible for free school meals	Improved attainment and progress	Children eligible for free school meals/ Ever-6	Collate and analyse data relating to attainment by target group Identify appropriate booster intervention/ catch up intervention for targeted groups and implement strategies to improve attainment of this group. Purchase appropriate support material/ access National Tutoring Programme to deliver intervention programmes. Target staff to identified intervention groups	SLT Mrs Wright-Jones Deputy Headteacher Teaching and Support staff Link Governor for Pupil Premium	June 2023- June 2025	
Advance equality of opportunity	Disability	To improve the attainment and progress of pupils on the school's register of Special Educational Needs and Disabilities	Improved attainment and progress	Children with identified SEND	Collate and analyse data relating to attainment by target group Identify appropriate booster intervention for targeted groups and implement strategies to improve attainment of this group. Purchase appropriate support material to deliver intervention programmes. Target staff to identified intervention groups Employ Specialist Teacher and procure external agencies.	SLT Mrs Mould SENDCO Teaching and Support staff Link Governor	June 2023- June 2025	

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Link to Public Sector Equality Duty	Protected characteristic	Aim:	Objective:	Target group(s): whole school, girls, boys, SEND, staff etc	Action:	Who is responsible?	Dates from/to:	Milestone/ progress:
Advance equality of opportunity	Race	To improve the attainment of ethnic minority pupils	Improved attendance and punctuality and attainment by this group	Children identified as BAME	Collate and analyse data relating to attainment and attendance by target group Work with teaching and support staff to identify strategies to improve attainment of this group	SLT Miss Hanley/ Miss Hughes Attendance Team Donna Cox - EWO	June 2023- June 2025	
Fostering good relations with all stakeholders	All	To promote good relations between people from different backgrounds	Improved understanding of the Global Community	All year groups	Set up school linking with a school in a different geographical location and population	SLT Mr Corns Computing Leader	June 2023- June 2025	
Fostering good relations with all stakeholders	All	To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.	Improved understanding of the needs of stakeholders	All year groups	Set up working party taking representatives of the school community, including pupils	SLT Miss Hanley/ Miss Hughes Pastoral Team Mrs Scott Headteacher Governors	June 2023- June 2025	

Monitoring and review

This policy is monitored by the Governing Board and will be reviewed annually. This is due June 2025.

Signed:

Date: