

Learning and caring together, building a firm foundation for the future

Our Equality Objectives

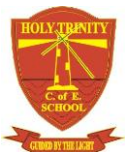
We have considered the information collected above and have identified (3) *insert relevant number* key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

- **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

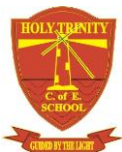
* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.



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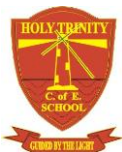
Equality Objectives for period April 2018 – March 2021

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?
<p>To promote cultural development and understanding through a rich range of experience, both in and beyond the school.</p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment</p>	<p>Programme of visits to include places of worship and larger towns and cities</p> <p>Programme of visitors organised for assemblies to share different faiths and cultures</p> <p>Senior Leadership Team, RE subject leader,</p>	<p>Visit and visitors programme set by Sept. 2018</p> <p>Termly visitors</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Pupils at Holy Trinity CE Primary School will have a wider experience of a divergent society.</p> <p>Children understand that they are part of a multi- faith society and learn the values of other religions.</p>
<p>To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities.</p>	<p>Disability, Gender, Race, Religion or belief</p>	<p>Analysis of register of attendance. Parents and pupil questionnaire.</p> <p>Senior Leadership Team/ PE co-ordinator</p>	<p>Parent questionnaire – summer term 2017</p> <p>Re-visit questionnaire annually Summer term.</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>Increase of attendance to after-school clubs.</p> <p>All disadvantaged children attend at least one club or activity during the year.</p>



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<p>To ensure the school environment is accessible as possible to all pupils, staff and visitors.</p>	<p>Disability/ Gender,</p>	<p>Keep accessibility plan up to date (see plan)</p> <p>SENDco, Health and Safety Governors</p>	<p>ongoing</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>All pupils able to access learning and environment.</p>
<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010</p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment.</p>	<p>Create effective system for recording incidences of discriminatory behaviours.</p> <p>Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.</p>	<p>Feedback from pupils – termly through School Council/Pupil Conferencing.</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>No recorded incidents of specific name calling i.e. homophobic/ racist.</p> <p>Improve everyone’s understanding of the implications of homophobic name calling</p> <p>Parents will work with the school to eliminate prejudice related bullying.</p>
<p>Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals,</p>	<p>Disability, Gender, Race.</p>	<p>Modify provision in order to meet all children’s needs and interests.</p> <p>Introduce more specific interventions for Literacy</p>	<p>Ongoing – see SDP</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not</p>	<p>The gap between SEND pupils and non-SEND pupils will be narrowed.</p>



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students with special educational needs and disabilities and looked after children.		and Numeracy. Improve parental engagement by coming into school and being part of the learning experience. Class teachers, SENCo, parents.			
	Monitoring arrangements: Senior Leadership Team and Governors to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.				
	Review dates: Summer 2019				