



Platt C.E Primary School

Equality Objectives

Protected Characteristic	Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race	Race equality policy Data on admission Termly reports on racial incidents to GB Low number of reported racial incidents	Celebration of differences and variety Curriculum (topics on black lives, windrush, slavery, refugees etc and looking at a variety of key figures of various races) Assemblies / Celebration weeks (black history) School policies Inclusion Role models in school (looking at diversity of visitors)	Celebration of differences Curriculum Assemblies Good links with parents School policies promote equality Job descriptions for staff School values School displays promote diversity
Disability	School policies Inclusive practices Feedback from parents/questionnaires Termly reports to GB Assessment data Purchase additional resources – auxiliary equipment and seek support from Occupational Health when needed.	School policies Raising attainment Tracking progress Inclusion team Curriculum (looking at Paralympics etc)	Good links with parent Assemblies SEND meetings/structured conversations School values School displays promote diversity
Gender	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process / Flexible working School policies Tracking progress Curriculum delivering male and female role models. RSE curriculum modules on gender. Internation womens day. School leaders of both genders Sports for all genders	Good links with parents Assemblies School values Networks such as WomenEd, Flexible Teacher Talent, Back to teaching to support recruitment

Reviewed 03/2021

Approved at FGB Meeting 29/03/2021

Next Review 03/2022

		Workshops to celebrate gender diversity	
Gender Reassignment	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices Inclusion team	Good links with parents Parent Support Workers Admissions process School values Links with charities and counselling programmes if needed.
Pregnancy and Maternity	Policy for expectant parents in line with national best practice Risk assessment	Review practice regularly in line with national good practice Paternity leave Reasonable adjustments in place to support Regular meetings (3 during pregnancy and then up to 3 during maternity, alongside KIT days)	Following policy Continue to make reasonable adjustments to ensure they are supported at work School values Links with maternity matters for staff.
Age	Employment/recruitment process does not discriminate	Recruitment process National pension schemes	Recruitment process School values Links with charities for menopause issues Links with pension schemes
Religion and Belief	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum / RE variety Assemblies RSE curriculum regarding diversity	Celebration of differences Curriculum Assemblies Good links with parents School values School displays promote diversity
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process Equality policy RSE policy/ curriculum	Celebration of differences School policies Value differences Review of practices Inclusion team	Good links with parents Admissions process School values Links with external charities to support.

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Platt CE School Equality Objectives

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence and focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

1. Continue to ensure good & outstanding achievement of all groups across the school by narrowing gaps and ensuring expected progress by tracking previous key stage attainment.
 - Track progress of all pupils and groups across the school
 - Use pupil progress meetings to discuss progress and agree next steps suitable for the child
 - Identify focus groups when required
 - Intervention groups and 1:1 support when required
2. Eliminate discrimination and other conduct prohibited by the Act
 - Ensure school policies and procedures promote equality of opportunity
 - Ensure all staff are aware of our responsibility with regards to the equality act
 - Ensure our school curriculum promotes tolerance of all groups (RSE, RE and Wider curriculum)
3. To ensure outstanding progress and a person centred approach for all pupils with SEND and ensure all have equal access to the curriculum and life choices.
 - Create learning support plans which incorporate pupils' strengths and interests
 - Involve parents and pupils in meetings about what they would like to achieve
 - Careful tracking of the attainment and progress of pupils with SEND
 - Intervention groups and 1:1 support when required
 - SENDCo support and training for staff is up to date and regularly reviewed.
 - Ensure reasonable adjustments are in place and seek additional support from external agencies.
 - Provide auxiliary aids and services to disabled pupils where it is reasonable to do so to alleviate disadvantage. (Seek OH support when required)