

**WEEKE PRIMARY SCHOOL**

**22.3 EQUALITY OBJECTIVE(S)**

**DATE OF PUBLICATION (*March 2024*)**

The Public Sector Equality Duty has three aims under the general duty for schools:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

The objectives should also be read in conjunction with the school's current equality information from which the objective was derived.

Objective 1: To improve children's understanding of cultural and social diversity through the curriculum, equipping them to be responsible, respectful, active citizens who contribute positively to society.

Objective 2: Monitor the attainment & progress of girls in reading, writing and maths, including girls working at greater depth, across all year groups in the school, ensuring any patterns and trends are identified and acted on.

| Protected Characteristics | Aims of the general duty  |  |  |
|---------------------------|---|--|--|
|                           | What evidence do we hold that shows 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                      | School Policies (SEN, Equal Opportunities, PSHE).<br>Data.<br>CPOMS.                                    | School Policies, Vision and Values.<br>Curriculum coverage and content.<br>Analysis of data/evidence.<br>Challenge stereotypes through our curriculum, PSHE, school visitors and assemblies. | <ul style="list-style-type: none"> <li>● Raise awareness and challenge misconceptions through assemblies, displays and the curriculum.</li> <li>● Staff training on diversity</li> <li>● Celebrate differences</li> <li>● Use PSHE sessions to explore moral and ethical issues</li> <li>● Provide a wide range of clubs and sports teams</li> <li>● Clubs are actively promoted to children in all protected characteristics groups. Financial support to attend these groups is available for eligible families.</li> <li>● We organise a wide range of visitors into the school to promote diversity.</li> <li>● Our school is a 'communication friendly' environment with the use of symbols and pictures to support inclusivity.</li> </ul> |
| Disability                | School Policies (SEN, Equal Opportunities, PSHE).<br>CPOMS.<br>Attendance data                          | School Policies, Vision and Values.<br>Curriculum.<br>SEN provision.<br>Analysis of data/evidence.<br>Challenge stereotypes through our curriculum, PSHE, school visitors and assemblies.    |  |
| Gender                    | School Policies (SEN, Equal Opportunities, PSHE).<br>Performance data.<br>CPOMS.                        | School Policies, Vision and Values.<br>Curriculum.<br>Analysis of data/evidence.<br>Challenge stereotypes through our curriculum, PSHE, school visitors and assemblies.                      |  |
| Religion and Belief       | School Policies (SEN, Equal Opportunities, PSHE, RE).<br>Curriculum (PSHE, RE)<br>CPOMS.                | School Policies, Vision and Values.<br>Curriculum.<br>Analysis of data/evidence.<br>Challenge stereotypes through our curriculum, PSHE, school visitors and assemblies.                      |  |