



Weeke Primary School

Equality Objectives

Date agreed: March 2026

Review date: March 2028

Aims

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 regarding the protected groups under the Equality Act (disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation).

Implementation

- We advance equality of opportunity between people who share a protected characteristic and those who do not, through our school vision and values, curriculum coverage and content, PSHE lessons, assemblies and policies.
- We foster good relations between people who share a protected characteristic and those who do not through:
 - Raising awareness and challenging misconceptions through assemblies, displays and the curriculum
 - Staff training on diversity
 - Celebrating differences
 - Challenging stereotypes
 - Providing a wide range of clubs and sports teams with the clubs actively promoted to children in all protected characteristics groups. Financial support is offered to ensure the groups are available for eligible families.
 - PSHE sessions which explore moral and ethical issues
 - Organising a wide range of visitors to the school to promote diversity.
 - Ensuring our school is a 'communication friendly' environment with symbols and pictures used to support inclusivity.
 - Our SEN provision
 - Analysing our data and evidence

Objectives

Our objectives should be read in conjunction with the school's current Equality Information from which the objectives were derived.

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.

Action:

Throughout the year, children will participate in at least three school or community-based activities that promote cultural awareness and social responsibility. Success will be measured by children's reflections, teacher observations, and feedback from all stakeholders, showing that pupils are actively engaging in respectful dialogue, demonstrating empathy, and contributing positively to their school and wider community.

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.

Action:

Following the identification of patterns and trends, targeted interventions will be implemented to address any disparities in the attainment and progress of girls, including those working at greater depth. Success will be evidenced by measurable improvements in the subsequent termly reports, showing a reduction in any identified gaps and overall progress towards meeting or exceeding national benchmarks.