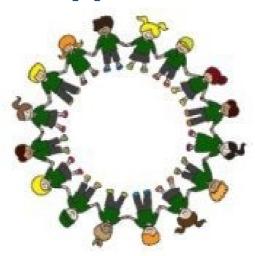


Building strong schools, Building strong partnerships, Building strong communities

SOUTHEND EAST COMMUNITY ACADEMY TRUST

Equality Objectives Policy Appendix



Richmond Primary School

| Review date | October 2024 |
|------------------|-----------------|
| Reviewed by | Miss Moneypenny |
| Next review date | October 2025 |

ANNEX - EQUALITY OBJECTIVES: 2020 - 2024

| Linked to Public Sector Equality Duty | Protected Characteristic | Aim | Success Criteria | Target group(s) e.g. whole school, girls, boys, SEN, staff etc. | Action | Who | Dates | Progress and impact |
|---|-------------------------------|---|---|---|---|-----------------------------------|----------------|---|
| All aims of duty | All protected characteristics | community and governors' awareness of the equality objectives and policy. | For all stakeholders to understand they have rights, how they can exercise their rights and understand how their rights link to responsibilities. | Whole school | Make sure the policy and action plan are effectively communicated to the whole school community, e.g. website, workshops, staff training and use of outside agencies. | SLT | Spring term | Policy uploaded on website Safeguarding training annually (Sept) |
| Fostering good relations | Race Religion and belief | community, nationally and across the world. | Improved understanding of the global community, the diversity within it and how this has shaped our future. | Whole School | Our new curriculum has been written to help raise pupil awareness and increase understanding of the diverse community in which we live as well as across the world. This is via studying key events and key people both from the past and today and their impact in shaping our future. | All staff | Autumn term | Review of the curriculum every term – SLT Pupil voice in response to the new curriculum to help shape the content covered. |
| | | | | | New books purchased to support the outcomes of our diverse curriculum, both fiction and non-fiction and foster greater awareness of key events/people for pupils. | | | Pupils are more aware of diverse groups/key events that have impacted the country/world as we know it today. |
| Eliminate unlawful discrimination | Sexual Orientation Race | To ensure that racism and homophobia is challenged consistently. | Reports of racist and homophobic incidents decrease. | Whole school | Utilise resources within PSHE- RSE, SMSC Whole school -Respect Day, BAME awareness, Black History month, LGBTQ awareness. Purchase reading materials reflecting different relationships. | PSHE leader Literacy Leader | Ongoing | SLT updated and implemented summer 2023 |

| Advance equality of opportunity | Disability, Sex, Race | | Pupils to make at least expected or better progress. | Whole School Groupings | Children's progress to be tracked throughout the school – pupil progress meetings and issues surrounding race, gender, disability (SEN or G&T), socio economic background to be monitored and necessary interventions and appropriate staff training to be put in place. | Standards Subject leader Class teacher | Ongoing | Regular pastoral meetings and SEND /disadvantaged group data analysis to track progress. |
|---|--------------------------|--|--|---------------------------|--|--|---------|---|
| | | To ensure that all pupils have the opportunity to participate in sporting events, representing the school. | | | Increased competitive sporting activities and inter school partnerships to widen experiences for all pupils and raise awareness of diverse groups, by participating in Panathlon competitions, new for 2021/22, as well as all other competitions offered throughout the year. | SSCO/PE Lead | Ongoing | sporting activities increased for all pupils, including diverse groups. |
| Eliminate unlawful discrimination | Sexual Orientation | To ensure that transgender discrimination is challenged consistently. | Whole school organisation is gender neutral. | Whole school | To ensure staff are aware of whole school policy and protocols to adhere to the Equality Act 2010. | Headteacher | Ongoing | Review of school uniform, and facilities such as toilets so they are gender neutral |

| Linked to Public Sector Equality Duty | Protected Characteristic | Aim | Objective | Target group(s) e.g., whole school, girls, boys, SEN, staff etc. | | Who's Responsible? | Dates from and to: | Progress and impact |
|---|-------------------------------|---|---|--|--|---|---|---|
| Advance equality of opportunity | Disability, Race, Sex | To ensure that all pupils have access to test arrangements including end of Key Stage testing and 11+ examinations. | Greater % of pupils achieve pass mark in 11+ examinations and pupils make at least expected to good progress. | Groupings | Implement 11+ tutoring to a wider audience of pupils. Establish links with tutoring service and out of hours tutoring, including links with local Grammar schools. | SLT | Spring – summer Term | 11+ weekly club in place and links with grammar signposted |
| Advance equality of opportunity | All protected characteristics | To raise pupil awareness of equality and diversity through the curriculum. | All pupils able to contribute to whole school equality and diversity issues. | Whole school | Pupil voice strategy through the use of pupil forum, champions, individual opportunity to increase pupil involvement and awareness of individual rights and responsibilities Equality and Diversity to continue to be discussed with children as part of PSHE/RSE and across the curriculum. | Pupil Forum Pupil Champions Individuals SENCO | Spring – summer Term | PSHE/RSE SOW reviewed |
| Eliminate unlawful discrimination | Age, disability, race | To improve accessibility of marketing and liaison with both existing and prospective parents | All parents and the wider community can access information on the school. | Parents Wider community | Produce prospectus, brochure and publicity materials in enlarged print or Braille and in additional languages when required. Improve access to the website for people with visual disabilities. Provide signing/interpreter opportunities to increase parent liaison when required. | SLT | Autumn term | All parents and the wider community are able to access information on the school. |
| Eliminate unlawful discrimination | Sexual Orientation | To ensure that transgender discrimination is challenged consistently. | Whole school organisation is gender neutral. | Whole school | To review key communication documentation to parents, within school, policy and whole school ethos so as to include the principles of the Equality Act 2010 and that we are an inclusive school: home/ school book, residential letters, admissions, changing for PE, toileting | SLT | Every 2-4 years (See rolling programme of policy review) | Whole school organisation is gender neutral. |