

## Poulton Lancelyn Primary School - Equality Objectives Action Plan (2021 – 2025)

The Equality Act 2010 requires schools to publish specific and measureable objectives to protect people from discrimination on the basis of protected characteristics. Poulton Lancelyn is an inclusive school where we focus on the well-being and progress of every child and where all members of our school community are of equal worth. We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people.

Our equality objectives are based on our analysis of data and evidence. Our equality objectives 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.

EQUALITY STRAND	OBJECTIVES & ACTIONS	PERSON RESPONSIBLE FOR IMPLEMENTING	MONITORING STRATEGIES	TIMEFRAMES	REVIEW/IMPACT
All	<p><b>Raise Awareness of Equality &amp; Diversity:</b></p> <ul style="list-style-type: none"> <li>→ Raise awareness of aims and objectives of the policy by sharing with staff and the wider community</li> <li>→ Ensure any selection panels are aware, and take account of the schools' aims regarding equality and diversity</li> <li>→ Provide further staff training in all aspects of equality &amp; diversity to support staff understanding and awareness</li> <li>→ Introduce all aspects of statutory RSE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers</li> </ul>	Headteacher/DHT Governing Body RSE/PSHE Lead	Equality Policy – website Equality objectives – website Staff meetings Governors meetings CPD certificates Information to parents Parents, staff, pupil surveys	By July 2021	
All	<p><b>Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability:</b></p> <ul style="list-style-type: none"> <li>→ Through a wide range of opportunities, promote diversity through all aspects of the curriculum, eg. Resourcing, aspects of study, through literature, a focus on historical figures &amp; significant people, through displays</li> <li>→ Ensure the school calendar and school displays reflect the opportunities to reflect and</li> </ul>	Headteacher/DHT Curriculum Lead	Pupil voice surveys Lesson visits/pupil discussions Display evidence Schools Games events Long Term Plans	Ongoing	

	<p>remember the importance of diversity, eg. Black History Month, International Women's Day etc</p> <p>→ Recognise and represent the talents of disabled people in curriculum programmes and ensure representation on the programmes fully reflects the school populations in terms of race and gender</p>				
All	<p><b>Ensure tolerance and respect towards individuals who identify with any of the protected characteristics:</b></p> <p>→ Ensure regular analysis of any negative behaviour incidents to identify patterns related to protected characteristics, eg, racism, LGBT, and ensure any necessary action is taken to mitigate this, eg. Further education, involvement of parents/carers</p> <p>→ Utilise assembly opportunities to promote equality and diversity and to tackle issues of discrimination for any protected groups</p> <p>→ Respond to world news/current affairs issues in relation to the protected characteristics of any individuals or groups through assemblies, PSHE, Circle time and P4C sessions</p> <p>→ Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and British Values</p>	<p>Headteacher/DHT/AHT Phase Leaders Class teachers</p>	<p>IRIS log analysis – behaviour, parent contact Curriculum plans Calendar/assembly overview</p>	Ongoing	
All	<p>Promote high standards of attainment and progress for all pupils and ensure that nobody is disadvantaged by any of the protected characteristics:</p> <p>→ Monitor and analyse pupil achievement at key intervals reflecting gender, socio-economic background, ethnicity and disability. Take necessary action to address gaps that might exist</p>	<p>DHT (Assessment) PE Lead</p>	<p>Attainment and progress data analysis Provision maps Lesson visits Pupil discussions Increased participation &amp; confidence – attendance records</p>	Ongoing	

	→ Monitor engagement and uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all.				