Bartons Primary School – Equality Objectives 2023 -2027

Our Equality Objectives

Public bodies, including local authority maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (specific duties) Regulations 2011.

At Bartons Primary School, we take this obligation very seriously and ensure that all our pupils can take part as fully as possible in every aspect of school life. We identify any barriers to learning that they may have and then work to overcome these so that each child can fulfil their potential.

We strive to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

This means we will:

- Take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.
- Actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- Regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action. We want children to understand and value the diversity that surrounds them and challenge prejudice and stereotyping.
- Monitor the progress and achievement of pupils who fall within the appropriate protected characteristics. This information will help us set equality objectives, remain fully inclusive and ensure pupils achieve their full potential.
- Work with outside agencies and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.
- Monitor bullying and prejudice related incidents and deal with them effectively. Regular training will be given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.
- Have an expectation that all staff will be role models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

Bartons Primary School – Equality Objective Plan 2023 -2027

Equality Objectives	Actions to be taken	Impact	Review
To remove the barriers to learning for pupils with SEND and ensure that their progress rate is in line with other children.	❖ Careful monitoring of attainment and progress for pupils with SEND. ❖ Implement appropriate interventions for these children. ❖ Create ILP's and involve parents in implementation. ❖ The SENCo provides support and training for staff. ❖ Ensure reasonable adjustments are in place for children with SEND. ❖ Provide auxiliary aids and services to disabled pupils where it is reasonable to do so to alleviate disadvantage. ❖ As appropriate, work with outside agencies to achieve the best progress for our children.	The progress gap between SEND pupils and non-SEND pupils will be narrowed. Children with SEND can access the curriculum as fully as they are able. Children with SEND fulfil their potential including (where appropriate) GDS for Maths, Reading and Writing.	
To consistently promote understanding and respect for diversity.	❖ Ensure school policies and procedures promote equality of opportunity ❖ Ensure all staff are aware of our responsibility with regards to the equality act. ❖ To ensure the school's Core Learning Values and Skills are at the heart of all learning. ❖ Ensure our school curriculum promotes tolerance of all groups. ❖ To continue to monitor the teaching of R.E, RSHE and the wider curriculum. ❖ To regularly review the curriculum to ensure there are a range of opportunities to learn and explore other religions and cultures. ❖ To review the RSHE curriculum.	Children are aware of a range of religions and cultures. The children celebrate diversity and are tolerant to other religions, cultures and groups of people within our community and society. Members of our community are involved in curriculum planning activities that celebrate diversity and different cultures i.e. Ghana, Enrichment Week.	
To monitor assessment data at regular intervals to	❖ Careful monitoring of attainment and progress for pupils with the 'Protected Characteristics'.	Children identified as needing additional support make	

ensure that children are not being disadvantaged by belonging to a protected group.*	❖ Ensure reasonable adjustments are in place for these children. ❖ Modify provision in order to meet all children's needs and interests. ❖ Where appropriate, work with external agencies to achieve the best progress for our children.	progress that is in line with, or better than their peers. Actively close gaps in attainment and achievement between pupils and all groups of pupils. Children can fully access the curriculum.	

* The Education Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are called 'Protected Characteristics'.