

Kettleshulme St James CE (VA) Primary School

Equality Objectives March 2018

The Equality Act 2010 replaced all existing equality legislation. It put in place a number of duties to ensure public bodies and schools have due regard to certain 'protected' groups. The protected groups are: age, gender reassignment, disability, race, religion or belief, gender, sexual orientation and pregnancy / maternity.

The general duty is set out in Section 149 of the Equality Act 2010. In summary all public bodies and schools must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
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.

(Please refer to the school's Equality Policy for full detail).

Schools have a legal requirement to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty. In setting our objectives the school will:

- **Set objectives that are appropriate to our size and circumstances.**
- **Set objectives that address the most pressing issues facing the protected groups, that fit the school's needs and are achievable in an appropriate timescale.**
- **Align the objectives with the normal planning of the school, including self-evaluation and the school development plan.**

The objectives will be published on the school's website.

Evaluation and Moderation of the Equality Objectives

The Pupil Welfare and Partnerships Committee of the Governing Body will evaluate and moderate progress towards the objectives once per year in the spring meeting. The committee will present its evaluation to the full Governing Body in the spring term. The Pupil Welfare and Partnerships Committee will ensure the school's objectives are published every four years. The next publishing date is June 2022.

Objectives to be formally reviewed: March 2022 for publication in June 2022.

Equality Objectives 2018 - 2022

| Objective | Action (measurable) | Impact on Equality | Timescale | Evaluation (end of each cycle) |
|--|---|---|--|--------------------------------|
| 1. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum. | a. Curriculum areas for all ages will require specific focus on equality. By the end of the four year review period, one topic in each KS should, in whole or large part, relate to equality issues. | Through explicit planning of the curriculum the school can identify areas of prejudice and aim to increase awareness and understanding of the issues. This will include a focus on LGBT issues. | Four years – Summer 2022. <i>Within the timescale of this plan.</i> | |
| 2. To ensure reading material across the school appeals to both boys and girls and ensure books reflect and celebrate differences in today's society. | a) Improve the school's provision through the purchase of targeted books, including those that deal with current societal issues. | The books purchased will appeal to all to children in school regardless of their 'protected group' status. | Four years – Summer 2022 <i>A programme of book purchases over four years that supports each key stage and addresses current societal change including LGBT.</i> | |
| 3. To Link the school's work around celebrating difference and supporting mental health. | a) To produce action plans which bring together the two strands of LGBT and children's mental health. This can link with work continuing around the specific school values of acceptance, love and forgiveness. | All children, including any in vulnerable groups, will be supported to achieve their targets preparing them adequately for the next phase of their education and for later life. Where gaps are identified, they can be analysed and appropriate measures can be employed to support all children. | Four years – Summer 2022 <i>Within the timescale of this plan. See Celebrating Difference Action Plan and Mental Health Action Plan.</i> | |