

GARSTANG CHURCH OF ENGLAND PRIMARY SCHOOL

EQUALITY INFORMATION AND OBJECTIVES

EQUALITY OBJECTIVES SEPTEMBER 2023 – July 2024

Objective	Which group(s) with protected characteristics will this benefit/	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
<p>To ensure staff and governors understand their responsibilities in regard to the Equality Act.</p> <p>To provide staff and governors training in order that they can best promote equality in school.</p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,</p>	<p>Provide staff and governors with training on equality and diversity including the protected characteristics. (JB)</p>	<p>By spring term 2024</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>	<p>Staff and governors understand responsibilities and requirements in regard to equality in schools</p> <p>Staff and governors have received training on how to promote equality in school.</p>
<p>To promote cultural development and</p>	<p>Disability Gender Race Religion or Belief Sexual Orientation</p>	<p>Programme of visits to include places of worship. Visitors to share</p>	<p>By Summer 2024</p>	<p>Will eliminate unlawful discrimination, harassment,</p>	<p>Pupils will have a wide experience of a diverse society. Children understand they are part</p>

<p>understanding through a rich range of experiences both in and beyond school</p>	<p>Gender reassignment</p>	<p>different faiths and cultures. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like Olympics, World Cups to explore other cultures. Use high-quality reading resources which allow children to gain deeper understanding of multi-cultural/ multi-faith society.</p> <p>JB and all staff</p>		<p>victimization and other conduct prohibited by the Act. Greater understanding and respect for differences.</p>	<p>of a multi-faith and multicultural society.</p>
<p>Promote understanding and respect for children's differences</p>	<p>Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,</p>	<p>Regularly focus on promoting understanding and respect for children's differences in worship, in the classroom and at playtimes.</p>	<p>On going – every term</p>	<p>Advance equality of opportunity between people who share protected characteristics and those who do not Eliminate unlawful discrimination,</p>	<p>Children have an understanding of our rights. Children are reminded to show understanding and respect differences.</p>

		JB and all staff		harassment and victimisation and other conduct prohibited by	
To ensure that all pupils are given similar opportunities with regards to extended learning opportunities	Disability, Gender, Race, Religion or belief,	Analysis of register of attendance. Parents and pupil questionnaire. Proactively promoting activities to less engaged groups (PE subject leader/ office manager)	By spring 2024 and on going	Advance equality of opportunity between people who share protected characteristics and those who do not	Increase of attendance to after-school clubs. All disadvantaged children attend at least one club or activity during the year
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep accessibility plan up to date (see plan) (SENCO, Health and Safety Governors)	On going	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment
To eradicate prejudice related bullying in relation to the protected characteristics	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Staff training to ensure swift identification of any issues, prompt and effective action involving parents where	On going	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Any incidents are dealt with swiftly

listed in the Equality Act 2010		necessary and comprehensive recording. (JB)			
	Monitoring arrangements: Report to Standards and Effectiveness Committee				
	Review dates: Termly until July 2024				