

GARSTANG ST THOMAS CHURCH OF ENGLAND PRIMARY SCHOOL

EQUALITY INFORMATION AND OBJECTIVES

EQUALITY OBJECTIVES SEPTEMBER 2026 – JULY 2027

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?
To promote cultural development and understanding through a rich range of experiences both in and beyond school	Disability; Sex; Race; Religion or belief; Sexual orientation; Gender reassignment	Programme of visits to include places of worship. Visitors to share different faiths and cultures. Use collective worship as an opportunity to celebrate festivals from a range of cultures and countries. Use events such as the Olympics and World Cups to explore other cultures. Use high-quality reading resources which allow children to gain a deeper understanding of a multicultural and multi-faith society. JB and all staff	By Summer 2027	Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010. Foster good relations between people who share a protected characteristic and those who do not.	Pupils will experience and understand a diverse society. Children understand that they are part of a multi-faith and multicultural society.
Promote understanding and respect for children's differences	Disability; Sex; Race; Religion or belief; Sexual orientation; Gender reassignment	Regularly focus on promoting understanding and respect for children's differences in worship, in the classroom and at playtimes. JB and all staff	Ongoing – every term	Advance equality of opportunity between people who share a protected characteristic and those who do not. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.	Children understand their rights and responsibilities. Children demonstrate understanding of and respect for differences.
To ensure that all pupils are given similar opportunities with regard to extended learning opportunities	Disability; Sex; Race; Religion or belief	Analyse registers of attendance at extended learning opportunities. Use parent and pupil questionnaires. Proactively promote activities to less-engaged groups. PE subject leader / Office Manager	By Spring 2027 and ongoing	Advance equality of opportunity between people who share a protected characteristic and those who do not.	Increased participation in after-school clubs. All disadvantaged children attend at least one club or activity during the year.
To ensure the school environment is as accessible as possible to all pupils, staff and visitors	Disability; Sex	Keep the Accessibility Plan up to date (see plan). SENCO; Health and Safety Governors	Ongoing	Advance equality of opportunity between people who share a protected characteristic and those who do not.	All pupils are able to access learning and the school environment.
To eradicate prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010	Disability; Sex; Race; Religion or belief; Sexual orientation; Gender reassignment	Staff training to ensure swift identification of any issues, prompt and effective action, involvement of parents where necessary, and comprehensive recording. JB	Ongoing	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.	Any incidents are identified, recorded and dealt with swiftly and effectively.

Monitoring arrangements: Report to Standards and Effectiveness Committee.

Review dates: Termly until July 2027.