

Equality Objectives

Equality Objectives – school level | 2021-2024

These objectives have been set by the leadership of the school after consultation with staff and governors.

Equality Strand	Objective	Actions	Responsible Person	Timeframe	Monitoring Arrangements	Success Indicators
All	To raise awareness of and celebrate our differences e.g. skin colour, family make up, religion	<ul style="list-style-type: none"> 20-21 to be a Year of Diversity: Training for staff Assemblies for pupils to set up the Year of Diversity Each class to be named after an 'inspiring black figure' which they research and present an assembly on to the rest of the school Each class to conduct at least one of the lessons from the Red Cross diversity pack 	Headteacher /Head of School/PSHE lead	Sept 2020- staff training on training day and pupil assembly (both led by HT) Class assemblies/lessons to take place throughout the year	Headteacher /Head of School/PSHE lead	<p>Fewer racial/homophobic incidents recorded</p> <p>Positive feedback from pupils/parents e.g. in pupil interviews</p>
LGBTQ+	For teachers to better understand how to prevent homophobic bullying and what to do if it occurs	Training for staff from Catherine Shaw	PSHE lead	Spring term 21	MD/governors	<p>Fewer homophobic incidents</p> <p>Feedback from staff</p>
Achievement of all ethnic groups/di	To make sure we are aware how all ethnicities are	Analyse data termly on the achievement of different ethnic groups, and look for patterns which may need to be addressed	MD	January 21 ongoing	governors	Improvements in achievement seen for all ethnic groups

sadvantaged pupils/disabled pupil/service pupils	performing academically					
Gender Identity	Ensure toilet facilities meet the needs of those who do not wish to be segregated by gender – adults and children	Plan for new toilets to increase facilities which are non-gendered in school	MD/ZB	Work to commence after COVID regulations are lifted	LGB to monitor	Mixed gender facilities available to pupils more widely

Lingfield Education Trust also publishes 'Trust Level' Equality Objectives, which can be reviewed at <https://www.lingfieldeducationtrust.com/trust-policies>

This policy is monitored by the governing body and will be reviewed every two years or before if necessary.

Date of Implementation: January 2021
Review Date: January 2023

Signed:

Headteacher:

Chair of Governors:

For further information on the Equality Act 2010 and advice for schools, can be seen here:

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

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