

# 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"> <li>Assemblies for pupils to set up the Year of Diversity</li> <li>Each class to be named after an 'inspiring black figure' which they research and present an assembly on to the rest of the school</li> <li>Each class to conduct at least one of the lessons from the Red Cross diversity pack</li> </ul> | Headteacher /Head of School/PSHE lead | Sept 2020- staff training on training day and pupil assembly (both led by HT)<br>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   | Training for staff from Catherine Shaw  | PSHE lead                             | Spring term 21  | MD/governors                          | <p>Fewer homophobic incidents</p> <p>Feedback from</p>  |

|   |   |   |       |   |                |   |
|---|---|---|-------|---|----------------|---|
|   | homophobic bullying and what to do if it occurs   |   |       |   |                | staff   |
| Achievement of all ethnic groups/disadvantaged pupils/disabled pupil/service pupils | To make sure we are aware how all ethnicities are performing academically   | 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  |
| 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 2024

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>