

Equality Objectives 2021 – 2024

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

Objective 1

To increase the level of pupil voice by extending our traditional school council to include a fair representation of all pupils in school, and in this way to foster good relationships in the school between those who have protected characteristics and those who do not.

- **Why we have chosen this objective:** To ensure all of our groups are fairly represented across school and form part of pupil voice.
- **To achieve this objective, we plan to:** Encourage pupils from all groups to apply for pupil leadership posts and support them in writing their applications. As staff we will monitor this representation each time we recruit to pupil groups.

Objective 2

To increase the membership of pupils who are vulnerable or have protected characteristics in extracurricular clubs and activities, in order to reduce or remove inequalities in attainment throughout the school.

- **Why we have chosen this objective:** So that all pupils have the opportunity to engage in extracurricular activities that they may be interested in and ensure groups are not selected on an attainment basis.
- **To achieve this objective, we plan to:** use sports premium funding to support access to sporting activities for all our pupils across school, audit interests of pupils who are vulnerable or have protected characteristics and track participation of pupil groups in the wider opportunities that we offer.

Objective 3

To develop pupil knowledge of equality and diversity by weaving it through our school ethos curriculum and practises with the support of the Anti-bullying alliance, as we work to achieve accreditation.

- **Why we have chosen this objective:** To enhance work around our curriculum intent by developing the children's character. We strive to develop our children's skills and values in order to work and communicate well with others, appreciate equality and diversity and prepare them for life in the modern world in which we live. We want children to build strong relationships and appreciate their roles and responsibilities as part of local, national and global communities.
- **To achieve this objective, we plan to:** Ensure these aspects are embedded in our curriculum and achieve our anti-bullying accreditation.

Objective 4

To promote cultural development and understanding through a rich range of experiences both in and beyond the school

- **Why we have chosen this objective:** We want children to build strong relationships and appreciate their roles and responsibilities as part of local, national and global communities. We want children to have opportunity to engage in cultural activities including those in sports, music and the arts. We want children to enjoy and celebrate a wide range of cultures.
- **To achieve this objective, we plan to:** have planned opportunities across the curriculum that become the children's entitlement as they journey through our school.