

**Equality Objectives
for
North Beckton Primary School

Spring 2021 - 2025**

Equality Objectives: 1. Advance Equality of Opportunity Between People who share a protected characteristic and those who do not.

Date: Autumn 2021 - 2025

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links to school policy or school development plan	Actioned by (date)
			A g e	Di s a b i l i t y	Se x (G e n d e r)	Marr i a g e/ C i v i l P a r t n e r s h i p s	R a c e	R e l i g i o n/ B e l i e f	Pregn ancy/ Mat er n i t y/ P a t e r n i t y	Sex u a l O r i e n t a t i o n	Gen d e r R e a s s i g n m e n t			
To ensure that all pupils are given similar opportunities with regards to after-school clubs, break fast club and lunch activities.	<p>Additional support is provided for some of most vulnerable children to attend clubs so that they have an equal opportunity to attend after school clubs and activities.</p> <p>Lunch time supervisors and staff support children with SEND to ensure they are included in lunchtime activities</p>	A higher proportion of high needs funded children (HNF) would be attending after school clubs and Breakfast clubs though the support of staff and also through a SEND buddy system to support the development of social interactions (See SDP- Extended Schools Provision)	√	√	√		√	√		√	√	HT SMT Teachers SS SEND CO	<p>Extended Schools Policy</p> <p>Accessibilit y Policy</p>	Ongoing

Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not.

Date: Autumn 2021 - 2025

Objecti ve	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links to school policies or SDP	Action ed by (date)
			A g e	Di s a b i l i t y	S e x (G e n d e r)	Marr i a g e / C i v i l p a r t n e r s h i p s	R a c e	Rel i g i o n / B e l i e f	Pregna n c y / M a t e r n i t y / P a t e r n i t y	Sex u a l O r i e n t a t i o n	Gen d e r R e a s s i g n m e n t			
Promote understanding and respect for differences.	<p>Implementation of staff Code of Conduct, application of Disciplinary Policy.</p> <p>Embedded throughout education from Nursery to Year 6.</p> <p>Identify opportunities in the curriculum to look at other cultures / countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity such as P4C curriculum.</p> <p>Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.</p> <p>Use events like autism day to celebrate SEND within the school.</p> <p>Use assemblies to celebrate</p>	<p>More integration between Pupils with profound multiply learning (PMLD) difficulties with their peers, where appropriate, in lessons, playtimes and visits (SDP)</p> <p>Greater understanding and respect for differences.</p> <p>The school ethos and curriculum promotes respect for the differences of the school community.</p> <p>Issues are covered through lessons, assemblies and staff training.</p>	√	√	√	√	√	√	√	√	√	HT SMT All class teachers and SS Governors Pupils Parents	Staff Code of Conduct / Collective Worship /	Ongoing

Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Date: Autumn 2019

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead Person	Links school policy or school development/improvement plan	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage/civil partnerships	Race	Religion/Belief	Pregnancy/Maternity/Paternity	Sexual Orientation	Gender Reassignment			
<p>To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010</p> <p>(See SDP)</p>	<p>Create effective system for recording incidences of discriminatory behaviours.</p> <p>Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.</p> <p>Grievance Procedure in place Staff Code of Conduct, Disciplinary Policy and Teachers standards are applied. Senior leaders' expectation of effective role modelling.</p>	<p>All pupils and staff have a good understanding of different types of bullying and are aware this is never tolerated in our school (See SDP)</p> <p>No recorded incidents across the Trust of specific name calling i.e. homophobic/ racist</p> <p>improve everyone's understanding of the implications of homophobic name calling</p> <p>Parents will work with the school to eliminate</p>	√	√	√	√	√	√	√	√	√	HT	Staff Code of Conduct	Ongoing

