



# Equality Objectives 2023-2024

## Introduction

The public sector equality duty (s149 of the Equality Act 2010) states that:

All schools have a requirement to:

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

There are two specific duties placed on schools as part of this general duty. They are:

- To publish information which shows they have due regard for equalities, as defined by the Act
- To publish at least one equality objective.

The duties are flexible, which means that individual schools are able to set their own objectives depending on their own individual context. The objectives below are based upon the information we have collected to measure how well we are doing with regards to promoting equality (see **Equality Information Overview** for more detail about the information that we use to inform us):

<https://docs.google.com/document/d/1QWu8t0WMKas2fWmEiUOqaNSEcMeUg3ZDn7PwIk50tEY/>

This has enabled us to identify areas of need and to develop strategies in order to take an informed approach to eradicating the barriers we face.

## Our Equality Objectives

- ✓ Are outcome focussed
- ✓ Are aimed at eliminating discrimination, narrowing gaps in attainment or fostering good relations
- ✓ Are based on equality monitoring data, consultations with parents and carers, pupils, staff and governors
- ✓ Are specific, measureable, achievable, realistic and timed (SMART)
- ✓ Name the protected characteristic with which they are concerned
- ✓ Are closely linked with the school improvement plan as a whole

The aim of the following objectives is to ensure we continue to be an inclusive setting where everyone feels safe and able to achieve.



## Hillcross Primary School

### Equality Objective 1

To ensure the school community has a strong knowledge and understanding of different special educational needs so that everyone works together to support people with disabilities to achieve success: children with SEND will meet learning targets set for them in support plans/EHCPs and make good progress in reading, writing and maths; all SEND children will positively engage with school life: children with SEND are well represented in sports events, after school clubs and other extracurricular opportunities; there is a reduction in the number of children with SEND receiving behaviour logs.

To achieve this objective we plan to:

- Provide a range of whole school and targeted training for staff.
- Provide workshop opportunities for parents.
- Set up parent support groups.
- Embed opportunities to develop an understanding of a range of disabilities throughout the curriculum.
- Increase books, resources, displays and other materials that include people with disabilities and/or that promote awareness.
- Actively promote national disability awareness events e.g. Dyslexia Awareness Month, Universal Inclusion Day
- Links made to school values, British values, UN Articles and Habits of Mind.

### Equality Objective 2

To develop and build networks across the community who can support families who are new to English to fully access to school life: increased number of EAL children accessing extra-curricular opportunities such as after school clubs and FoH events; increased number of EAL parent/carers making use of opportunities to engage with the school such as workshops, forums, FoH events, school performances etc.

To achieve this objective we plan to:

- Develop a bank of volunteers to provide informal translation services and welcome/buddy with new families.
- Develop a bank of welcome packs in different languages.
- Provide a range of whole school and targeted training for staff.
- Set up parent support groups
- Create a 'languages spoken' board opposite the Spanish board in the form of a tree map with facts and key words or phrases.
- Ask all class teachers to consider ways in which they could make the different languages spoken by children and staff who work together in Teams more explicit.



## Hillcross Primary School

### Equality Objective 3

To develop a sports culture where boys and girls take part collaboratively: sports teams in lessons and in free time that are selected independently include both genders; equal engagement time when participating is promoted by all children.

To achieve this objective we plan to:

- Raise awareness of the issue and its impact on those discriminated against.
- Raise profile of female sports people.
- Training for, and a commitment from, staff, including external coaches/providers to promote teams that include both genders.
- Targeted opportunities for children to play in teams based on skill so that those 'developing' a sports skill get an opportunity to practice and improve.
- Introduce inclusive sport protocols at lunchtime e.g. Fun Football