



# Great Dalby Primary School Equality Policy and Objectives

Reviewed	September 2024
Frequency of Review	Annual
Written by	Headteacher
Approved by:	Headteacher/ Local Advisory Board

Great Dalby Primary School is committed to ensuring equality of opportunity in line with the Equality Act 2010. We recognize that groups have suffered disadvantage because of their characteristics and we want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

**The Protected Characteristics that apply to schools are:**

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

**Great Dalby Primary School will not accept any of the following:**

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We are committed to complying with the **Public Sector Equality Duty** and will seek to

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We will have due regard to the Public Sector Equality Duty when making decisions, taking actions and developing policies. We will publish our equality objectives and objectives will be updated every four years. This information is available on our website.

**Our identified objectives are:**

### **Equality Objective 1**

To ensure pupils from all groups achieve well across the curriculum, including those pupils with SEND and those in receipt of the pupil premium.

**Outcomes** - Pupils in the above groups make progress in line with national levels and the gap between them and their peers is reduced. Pupils in these sub groups are effectively catered for in all lessons. individualised Learning Plans (ILPs):

Develop and implement individualised learning plans for pupils with SEND to address their specific needs, strengths, and areas of development. Provide ongoing professional development for teachers to enhance their ability to differentiate instruction, adapting teaching methods and materials to meet the diverse needs of all pupils. Implement early intervention programs to identify and support pupils who may be struggling academically or socially, including those eligible for pupil premium. Establish specialised support teams, including special education teachers, learning support assistants, and counsellors, to provide targeted assistance to pupils with SEND. Engage parents and guardians in the learning process by providing regular updates on their child's progress and involving them in decision-making regarding support and interventions. Ensure that the curriculum is accessible to all pupils, including those with SEND, by providing appropriate resources, accommodations, and assistive technologies. Implement support to provide additional academic support for pupils who may be falling behind, particularly those in receipt of pupil premium. Use data-driven approaches to monitor and track the progress of all pupils, identifying gaps and areas for improvement, and adjusting strategies accordingly. Provide staff with training on understanding and addressing the unique needs of pupils with SEND and those eligible for pupil premium. Recognise and celebrate the achievements of all pupils, showcasing success stories and accomplishments across different groups.

**Measured by** - Tracking data, Lesson observations, Pupil interviews, Book monitoring and Parental consultation

### **Equality Objective 2**

To ensure pupils from all groups are treated with respect and dignity.

**Outcomes** – To ensure that the number of incidents of hurtful verbal behaviours remains low and if they do occur they are dealt with quickly and efficiently to ensure they are not repeated. Review and revise school policies to ensure they promote respect and dignity for all pupils, with a particular

focus on addressing discrimination and harassment. Implement comprehensive anti-bullying programs that address all forms of bullying, including those related to protected characteristics, and provide clear reporting mechanisms. Ensure that the curriculum reflects diversity in terms of race, gender, ethnicity, disability, and other protected characteristics to promote understanding and respect. Provide training for teachers and staff on diversity, inclusion, and unconscious bias to foster a respectful classroom environment. Incorporate lessons on respect, empathy, and diversity into the curriculum, promoting discussions about tolerance and inclusivity. Highlight positive role models from various backgrounds and encourage students to learn about their achievements. Establish support systems, such as counselling services, for students who may face discrimination or bullying, and ensure their confidentiality. Organise events, assemblies, and celebrations that highlight and honour different cultures, traditions, and perspectives within the school community.

**Measured by** – Behaviour incident records, Pupil attitude surveys, Pupil interviews, Behaviour curriculum monitoring

### **Equality Objective 3**

Ensure children have a comprehensive understanding of protected characteristics and their importance in promoting equality, diversity, and inclusion.

**Outcomes** – Identify the protected characteristics. Demonstrate respect for individuals irrespective of their protected characteristics and appreciate the value of diversity in society. Recognise stereotypes and prejudices related to protected characteristics and learn how to challenge them in themselves and others. Understand the importance of creating inclusive environments where everyone feels valued and included, regardless of their characteristics. Develop empathy and the ability to see situations from the perspective of individuals with different protected characteristics. Learn how to communicate respectfully and inclusively with individuals of diverse backgrounds and characteristics. Acquire skills for resolving conflicts related to protected characteristics in a constructive and non-discriminatory manner.

**Measured by** – Pupil interviews, Assembly rotas, Behaviour incident records