Equality Objectives 2022- 2025

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act states that schools and other public bodies must:

* Have due regard to the need to eliminate discrimination
* Advance equality of opportunity
* Foster good relations between different people when carrying out their activities

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further. These objectives at Bleak Hill Primary School are:

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| Equality Objective: Eliminate unlawful discrimination, harassment and victimisation |
| *Objective* | ***Success Criteria*** | *Timescale* |
| Celebrate diversity, encourage respect and promote equality. | **Create a whole-school culture in which children, staff and the school community work together to create an environment of inclusivity through effective SMSC and character****education.** | Introduction of No Outsiders Programme to all school stakeholders in Autumn 2022 |
| Know how to talk to our children about inappropriate and discriminative language and provide all staff with the confidence to address these boundaries. | Implement No Outsiders Programme through picture books from EYFS -Y6, showing clear progression through key stages during PSHE or Englishlessons. | Autumn 2022 - ongoing |

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| Equality Objective : Advance Equality of Opportunity Between People |
| *Objective* | ***Success Criteria*** | *Timescale* |
| Robust systems for monitoring pupil progress in place and monitored regularly. | **Data analysis shows equality of attainment/progress for all, identifying groups and individuals at risk of underachievement and plan****intervention.** | Termly pupil progress meetings with class teacher and SLT along with whole school data shared at governor meetings. |
| Equality Objective: Foster Good Relations Between People |
| *Objective* | ***Success Criteria*** | *Timescale* |
| To develop pupil understanding of tolerance and mutual respect for others through the promotion of British values | Children exposed to different cultures, faiths, religions through first hand experiences and through the use of varied resources. Educating children, staff or parents on our fundamental British Values. | Yearly review of the curriculum to ensure that this aspect of British values is promoted.Events during the year celebrate culturally diverse occasions and memorable events taking place in thecountry. |