

## Equality Objectives 2023

Objective (Intent) and Action (Implementation) to address Key Issues	Deadline	Led By	Resources	Action	Monitoring	Intended Impact
<p>To raise the children’s awareness of disabilities and to promote positive role models of disabilities.</p>	<p>Summer 2027</p>	<p>DB/SP/KM</p>	<p>National autistic society National  National dyslexia association  Library budget and sports premium budget</p>	<p>To use para-athletic events and athletes. To ensure hidden disabilities such as Autism awareness events are strategically planned. To cover one different aspect of special educational needs per year over the 4 years children are with us. To ensure books in the library include positive role models of people with disabilities.</p>	<p>All Governors via the Learning Improvement Plan; SEND governor Governor responsible for PSHE</p>	<p>Children more aware of disabilities and appreciate the values of respect and perseverance.  They see positive role models who demonstrate abilities to overcome challenges.  They will develop an appreciation for others and also grow spiritually.  To understand that people with disabilities have unique strengths and the contributions they can make.</p>
<p>To ensure all staff and governors are aware of protected characteristics and the equality duty.</p>	<p>Ongoing</p>	<p>DB/MS</p>	<p>Staff meeting Governor meeting  National college training</p>	<p>To ensure staff meetings and governor meetings include the equality duty. To have a named governor responsible for monitoring this and feeding back to the governing body. To seek regular training updates</p>	<p>Named governor</p>	<p>Raised awareness of the equality duty. Staff feel more confident in promoting equality through the curriculum and challenging bias.</p>

<p>To audit the curriculum for positive role models.</p>	<p>Summer 26</p>	<p>All subject leaders</p>	<p>Staff meeting Planning meetings Lesson plans</p>	<p>To strategically plan to include positive role models within the curriculum of all groups with protected characteristics.</p>	<p>All link governors</p>	<p>Children aware of the protected characteristics and see people as positive role models.  Curriculum is inclusive.  Increased sense of belonging and appreciation for our community.</p>
<p>For staff and children to feel confident to recognise and challenge discriminatory language.</p>	<p>Summer 24</p>	<p>DB/all staff</p>	<p>Training – via safeguarding team and National College</p>	<p>DB to attend training. Cascade training to staff, including lunchtime supervisors. Get Together planned to ensure a whole school approach.</p>	<p>Head Teacher’s report to governors.  Governor responsible for monitoring the equality duty.</p>	<p>Raised awareness of discriminatory language currently in use – this changes year on year.  Children to be gain a true understanding of the meaning behind some words and the reasons why they cause such offence.  Children better able to empathise with the impact their words can have on others.</p>