**Holy Cross Catholic Primary School - Equality Objectives 2020-2023**

The equality duty was developed in order to harmonise the equality duties and to extend it across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not

We do not discriminate against anyone, be they staff or pupil or parent, on the grounds of any of the 9 protected characteristics. (See Equality Policy)

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| **Public Sector Equality Duty** | **Equality Objectives** | **Actions** | **Review** |
| **Eliminate discrimination, harassment &**  **victimisation** | To make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation. | Challenge personal prejudice and stereotypical views whenever they occur.  Work with Engage and Change, My Esteem, Butterflies Charity, MEAS for support and advice.  Audit our resources including books and toys to ensure all protected characteristics are represented positively.  Record and challenge all incidents of bullying or perceived bullying and follow up with actions to be reviewed regularly by SLT.  Continue to 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.  Arrange motivational speakers – role models for people with disabilities.  Maintain zero tolerance to disability name calling. | As necessary  Annually  SLT review    As incidents occur and half termly  Termly    As appropriate  Continually |
| To make sure that our school is a safe, secure and stimulating place for everyone and that our school environment reflects our diverse society. |
| Promote positive attitudes towards disability. |
| **Advance equality of opportunity between**  **different groups** | To ensure that everyone is treated fairly and with respect. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same. | Create a curriculum that appeals to all pupils and enables all to attain highly through careful data analysis and related actions.  Staff to be aware of disadvantaged children (Pupil Premium, LAC, EAL, SEND), plan appropriate support and discuss their progress at termly meetings.  As vacancies arise in school, we will always give due regard to our Equalities Policy so that no one is discriminated against when it comes to employment, promotion or training opportunities. Provide training opportunities for staff and governors. Good attendance for all is promoted through various initiatives and analysed to identify and address concerns for all groups of pupils.  Annual aspirations day | Curriculum Review Sept.  SLT review    As necessary    Ongoing & half term analysis  Annually |
| To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone ensuring there is no bias against minority groups. |
| Raise the aspirations of pupils |
| **Foster good relations between**  **different groups** | To celebrate the individuality and cultural diversity of the community centred on our school we value each pupil's worth and show respect for all. | Pupils learn about various faiths and cultures through the curriculum. Hold multi faith and multi- cultural weeks each year. Different religions are studied across the school.  PSHE Curriculum to promote our work on Diversity and celebrate difference.  Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events.  As above – identify opportunities across the curriculum to look at other cultures.  Programme of visits to include places of worship and larger towns and cities | Spring Terms    Review each year  As necessary    Annual review  As appropriate |
| To offer positive educational experiences, and support for each individual’s legitimate point of view in order to promote positive social attitudes. |
| We try to make sure that people from different groups are consulted and involved in our decision, for example through talking to pupils and parents/carers, staff and through school council. |