

Allington Primary School Equality Objectives and Action Plan March 2025-2028

We have considered the information collected above and have identified 5 key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Our equality objectives are:

- Through direct teaching and the content of our curriculum, reduce prejudice and increase understanding of equality and the Protected Characteristics to ensure our pupils develop a positive attitude to, and appreciation of, difference and diversity.
- To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To eradicate prejudice related bullying in relation to the Protected Characteristics listed in the Equality Act 2010
- Actively close gaps in attainment and progress between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children

Objective	Which group(s) with protected characteristics will this benefit?	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
Through direct teaching and the content of our curriculum, reduce prejudice and increase understanding of equality in order to ensure our pupils develop a positive attitude to, and appreciation of, difference and diversity.	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Enrichment opportunities to include visits to places of worship Programme of visitors organised for assemblies to promote awareness of diversity including people from different faiths and cultures, and people with disabilities Ensure that the termly learning journeys explicitly refer to the PC focus for that term.	Visit and visitors programme set at the start of each academic year Observance of World Religion Day/ Interfaith week planned for each year Heroes Week planned to take place annually Termly visitors	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Pupils in the school will have a wider experience of a diverse society Children understand that they are part of a diverse society and recognise the positive contribution people from diverse backgrounds make <i>This will be measured through governor monitoring of the curriculum; looking at the resources used to teach Citizenship lessons, as well as other curriculum area; monitoring the content of assemblies and the 'heroes' identified in the school's Citizenship plan.</i>

		Ensure that the termly heroes are representative of the Protected Characteristics where possible. Senior Leadership Team, RE subject leader, Citizenship leader, School and community lead			
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability, Gender,	Keep Accessibility Policy up to date Inclusion Manager, Health and Safety Governors	ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment <i>This will be measured through the Inclusion Report and the whole school provision map where the specific provision is identified for pupils It will also be identified in H&S monitoring reports where it will be clear that actions have been identified and completed to ensure the site is accessible.</i>
To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010	Disability, Gender, Race, Religion or belief, Sexual orientation, Gender reassignment,	Ensure system for recording incidences of discriminatory behaviours is effective. Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording. Identify opportunities for visitors to be invited into school to actively promote attitudes of tolerance and understanding- e.g Books for Change to promote anti-racism	Ongoing- the nature of CPOMS ensures that incidents will be immediately accessible to DSLs and can be dealt with promptly Feedback from DSL monitoring discussions to include information about persistent behaviour issues and actions taken	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	No recorded incidents of specific name calling i.e. homophobic/ racist improve everyone's understanding of the implications of homophobic name calling Parents will work with the school to eliminate <i>This will be measured in the HT report published for each LGB where incidents are reported.</i>

		Child-centred police team/ magistrates to deliver messages around language and the law			
Actively close gaps in attainment and progress between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children	Disability, Gender, Race,	Ensure pupils are accessing an effectively differentiated curriculum in order to meet all children's needs. Ensure interventions for Literacy and Numeracy are impacting positively on outcomes by updating intervention resources Class teachers, Inclusion Manager, parents	Ongoing – see SDP	Advance equality of opportunity between people who share protected characteristics and those who do not	The gap between SEN pupils and non- SEN pupils, and FSM and non- FSM will be narrowed <i>This will be measured in the data provided in the Inclusion Report 3 x annually</i>