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# Equality Objectives

Date adopted	September 2022
Prepared by	Kate Atkin
Approved by	
Next review	

Mallard Primary School welcomes its duties under the Single Equality and Diversity Policy.

We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

This policy sets out our commitment to tackling discrimination whether direct or indirect, individual or institutional and promoting equality of opportunity and good relations across all areas of school activities, including our dealing with parents and the community.

At Mallard Primary School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, age, sexuality or disability.

The School is committed to promoting good relations between persons of different groups and avoiding discrimination, whether direct or indirect. The school will actively promote equality, oppose discrimination in all its forms and foster positive attitudes, respect, equality and partnership as we work with pupils, parents, carers and the wider community.

### **Equality Objectives 2022-2025**

- **Objective 1:** To promote cultural development and understanding through a rich range of experiences, both in and beyond our schools
- **How we will achieve it:** we plan to review and create an ongoing programme of visits across the communities we serve and to host a regular programme of visitors to our schools to share different perspectives, faiths and cultures
- **Objective 2:** To ensure that all pupils are given similar opportunities with regard to after-school clubs and activities
- **How we will achieve it:** we plan to analyse registers of attendance and parent/pupil questionnaires. A full review of the after-school club offer will be conducted and children's voice sought about what they would like to access.
- **Objective 3:** To ensure our school environment are accessible as possible to all pupils, staff and visitors.

- **How we will achieve it:** we plan to update our accessibility plans and review them regularly
- **Objective 4:** To eradicate prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- **How we will achieve it:** we plan to create effective systems for recording incidences of discriminatory behaviours. Ensure systems allow swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.
- **Objective 5:** Actively close gaps in attainment and achievement 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
- **How we will achieve it:** we plan to modify the provision in order to meet all children's needs and interests. Introduce more specific interventions for English and Numeracy that are bespoke to the children's needs and generated as a result of thorough diagnostic assessments. Improve parental engagement by coming into our schools and being part of the learning experience.

### **Monitoring arrangements**

The school's local governing body will update the equality information we publish, at least every year. This document will be reviewed by the school's local governing body at least every 4 years. This document will be approved by the school's local governing body

Mallard Primary School is committed to making any reasonable adjustments in order to effectively support all pupils. The school will base support around individual learner needs, for example information on a disability or medical need or EHCP. Where a student has an EHCP the school will liaise with the Local Authority to ensure that the identified provision is delivered in an appropriate manner.

Mallard Primary School is committed to ensuring equality of opportunity in line with the Equality Act 2010, striving to reduce discrimination and harassment of any member of the academy and will not discriminate on any of the protective characteristics where such discrimination is permitted by law.

Protected Characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity
- Race (includes colour, nationality and ethnic origins)
- Religion and belief
- Sex
- Sexual orientation

The objective will be made available online on the school website, and paper copies are available on request.

Mallard Primary is fully committed to providing an environment in which all pupils are able to flourish. The school recognises the value of every pupil as an individual and aims to effectively meet the needs of all our pupils.

Proud of where we come from.....proud of where we are going

