



Dream, believe, achieve

Respectful Trustworthy Friendly Courageous Caring Responsible

Peter Gladwin Primary School

Equalities Objectives 2023-24

Date: 16th November 2023

Review Date: November 2024



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Peter Gladwin Primary School is committed to ensuring equality of provision throughout the school community and to fostering greater understanding of and respect for differences. Our school ethos and curriculum promote respect for the differences in and beyond our school community and echo our democratically-chosen values: to be respectful, trustworthy, friendly, courageous, caring and responsible. We are proud to have recently achieved the UNCRC Rights-Respecting School Gold Award.

We seek to:

- promote understanding and respect for differences
- improve provision for any pupils who may for any reason be at a disadvantage in accessing the full range of learning experiences
- provide training for staff and governors on equality and diversity, including racial literacy.

To foster good relations we will continue to build on our strengths and to work towards the following aims (based on identified areas for development in our most recent Safe And Well At School Survey 2021

- To continue to reduce the number of children who feel they have been bullied at school (SAWASS data: 2016: 13%, 2021: 7%).
- To continue to teach 'Feeling Good, Feeling Safe' PSHE protective behaviours programme.
- To promote healthy eating through Pupil Voice group mission to focus on eating healthily and inviting related speakers to assemblies e.g. school nurse

To advance equality of opportunity we will:

- continue to improve the physical environment of our school to enable SEND pupils to take better advantage of education, benefits, facilities and services provided
- increase the extent to which SEND pupils can participate in the curriculum
- develop further ways in which to ensure pupils with EHCPs fulfil their potential
- narrow the gap in overall attainment for identified groups (e.g. progress of children in receipt of the Pupil Premium) through careful data monitoring, targeted interventions and pupil conferencing
- build 'cultural capital' through our broad, balanced and creative curriculum.

To eliminate discrimination we will:

- further develop ways of seeking out and acting upon the views of the protected characteristics of members of our school community (see below), looking at ways in which access to school information and their participation in school life can be improved.
- identify opportunities in the curriculum and through the UNCRC Rights Respecting School award process to look at other cultures/countries/ languages, study famous people from ethnic minorities and with a variety of abilities, and to celebrate diversity.
- use school assemblies as an opportunity to celebrate festivals from a range of cultures and countries.

Equality Act 2010

*Protected characteristics the term used in the Equality Act to describe a range of different groups, including:

Disabled pupils and those with Special Educational Needs

Gender, including gender reassignment and transgender pupils

Minority ethnic pupils

Pupils for whom English is an additional language

Sexual Orientation

Gypsy, Roma and Traveller children

Religion or belief

Pregnancy/Maternity