



Messing Primary Equality Objectives

Reviewed by the governing body on 8th March 2022.

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, Messing Primary School has established the following objectives for the period March 2020 to March 2024:

To promote an increased understanding of equality by ensuring our curriculum and reading material promotes the development of pupils' social and cultural knowledge and understanding including understanding and valuing Britain as a multi-cultural society.

To monitor termly the progress and achievement of groups within the school and put into place practices to support equality of achievement. To narrow the gap in achievement for PPG pupils.

To build resilience, self-regulation and develop emotional intelligence in pupils with SEND through specific interventions such as the Zones of regulation, the development of learners habits and learning skills (Growth mind-set) and a well-being programme.

It was agreed that these would be carried forward for the next four years and be reviewed annually.

In addition, we will:

Analyse and report on exclusions, attendance, achievement and School community involvement by gender, ethnicity, English as an Additional Language (EAL) and social background and Special Educational Needs (SEN).
Take action to address any disparities between different groups of pupils and include in Headteacher's report to Governors.

Raise awareness of disability, diversity and cultural differences through the curriculum and a programme of assemblies, visitors and visits.

Staff CPD to develop:

- Understanding of the needs of the named groups and how to support them.
 - Understand the needs of disadvantaged pupils through CPD and introduction of the Essex disadvantaged strategy.
 - Staff awareness that sexist and homophobic behaviour is unacceptable.
 - Opportunities for all staff (teaching and non-teaching) to reflect on their own views in relation to statutory requirements.
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- Reinforce to students, in assemblies and lessons, that, as well as racist behaviour, sexist and homophobic behaviour is unacceptable.
 - Include references to homophobic and sexist behaviour in incident reports and agree appropriate sanctions.

Related information.

The Public Sector Equality Duty 2011 has three aims under the general duty for schools, academies and settings:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our school has considered how well we currently achieve these aims with regard to the seven protected equality groups:

Race/disability/sex and gender reassignment/age/pregnancy and maternity/religion and belief/sexual orientation.

This information is in our Equality Information and Objectives Policy on our website.

The Equality and diversity in employment (Essex HR policy) also contains information and procedures.