



Mount Primary Equality Objectives – 2020-21

1. Eliminate Unlawful Discrimination, Harassment and Victimisation											
Objective	Success Criteria	Equality Strand (Protected Characteristics)						Lead	Links/Policy	Review	
		Disability	Gender	Ethnicity	Religion / Belief	Pregnancy / Maternity	Sexual Orientation				Gender Reassignment
To increase staff understanding of equality and its implications on a day to day basis through training and CPD	All staff to understand their role with respect to the Equality Act and the implications for their practice – see CPD strategy	Y	Y	Y	Y	Y	Y	Y	KY	CPD Strategy	2021
To ensure reasonable adjustments are made to ensure that pupils, staff, parents/carers, governors and visitors have equal access to the school building and all activities planned by school	The school takes account of any disability issues and does all in its power to cater for needs – see accessibility plan	Y	-	-	-	Y	-	-	KY & LS	Accessibility Plan	2021
To continue to employ staff on their ability to perform their designated role effectively	Safer recruitment procedures followed and all other equality measures adhered to. Equal opportunities following recruitment to be shared with governors.	y	y	y	y	y	y	y	KY	Safer Recruitment & Equal Opportunities	2021
To reduce the number of prejudice-based incidents to a minimum with the aspiration of no incidents at all	Incidents are dealt with swiftly and thoroughly with the aim to eradicate altogether.	y	y	y	y	y	y	y	KY & ZB	Behaviour & Anti-Bullying	2021



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<p>To promote spiritual, moral, social & cultural understanding through curricular activities that include equality and diversity issues</p>	<p>Children have an understanding of equality and diversity within their locality, nationally and internationally. SMSC is evident in curriculum plans.</p>	y	y	y	y	y	y	y	KY	SMSC, PSHE & Curriculum	2021
<p>To continue to treat all children & adults with courtesy, respect, integrity and dignity</p>	<p>All stakeholders act with these values. The school ethos reflects this characteristic. Respect code of conduct displayed around school.</p>	y	y	y	y	y	y	y	KY	Code of Conduct, behaviour policy, Home/School	2021



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2. Advance Equality of Opportunity Between People											
Objective	Success Criteria	Equality Strand (Protected Characteristics)						Lead	Links/Policy	Review	
		Disability	Gender	Ethnicity	Religion / Belief	Pregnancy / Maternity	Sexual Orientation				Gender Reassignment
To ensure all pupils, regardless of gender, faith, culture, socio-economic background or any protected characteristic, make sufficient progress during their time in school and achieve outcomes at least as high as pupils nationally.	All pupils make good progress compared with national data. Pupil progress meetings demonstrate additional support for children who are off track.	y	y	y	y	-	y	y	KY & ZB	Data analysis and pupil progress meetings	2021
To ensure high standards are a priority and that staff have high expectations for all pupils and continually challenge them to reach high standards	All stakeholders know that high standards are a hallmark of Mount Primary School. Aspirational targets set for all pupils and reviews regularly	y	y	y	y	-	y	y	KY & ZB	Data analysis & pupil progress meetings	2021
Increase the membership of vulnerable groups or those with protected characteristics in clubs, activities and roles of responsibility across the school.	Registers show a diverse range of pupils attend clubs. Under-represented groups are identified and actively encouraged.	y	y	y	y	-	y	y	CS	Extra-Curricular	2021



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<p>Reduce gender gaps in English and maths (particularly writing)</p>	<p>Boys and girls are equally successful and encouraged to achieve as highly as possible.</p>	-	y	-	-	-	-	-	KY & ZB	Data analysis and pupil progress meetings	2021
<p>Ensure staff are fully trained to support SEN & EAL needs</p>	<p>Training is undertaken and evaluation collected. Appropriate support is evident for all SEND children in work and lessons</p>	y	-	y	-	-	-	-	LS	CPD Strategy, SEN, EAL policies	2021
<p>Ensure classrooms are inclusive environments where all pupils' contributions are valued.</p>	<p>Environments are welcoming and not biased towards a particular characteristic. Stereotypes are challenged and children are exposed to high quality literature that celebrates diversity and equality.</p>	y	y	y	y	y	y	y	KY & ZB	Learning walk, equality policy	2021



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3. Foster Good Relationships Between People											
Objective	Success Criteria	Equality Strand (Protected Characteristics)					Lead	Links/Policy	Review		
		Disability	Gender	Ethnicity	Religion / Belief	Pregnancy / Maternity				Sexual Orientation	Gender Reassignment
School Community Continue to challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others. Ensure that opportunities exist within our school curriculum to learn about and celebrate different cultures / ethnic backgrounds.	School has a zero-tolerance approach to prejudice attitudes. Curriculum is inclusive and diverse. This is evidenced on curriculum maps.	y	y	y	y	y	y	KY & ZB	Curriculum, SMSC, Behaviour, Anti-bullying	2021	
Local Community To engage with people from different backgrounds – recognise, learn about and celebrate diversity within our own community. Organise a wide range of visiting speakers / clubs / partnerships / celebration days in order that all pupils have opportunities to engage with people from different backgrounds.	Children aware of diversity in their local community. Children from different faiths and cultures know that their culture is recognised. Curriculum explores other cultures that are not prevalent in local community.	y	y	y	y	-	y	y	KY, DD & ZB	Curriculum, SMSC, Equality, EAL	2021



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<p>Communities across the UK</p> <p>Ensure that the curriculum fosters awareness and positive attitudes to other communities and places across the UK. Address national issues as they arise to teach tolerance, critical thinking, skills and respect.</p>	<p>Children are keen to learn about other groups in their own country. Real contacts are made with other schools across the country. Children are able to respond maturely to controversial issues e.g. violent extremism.</p>	y	y	y	y	-	y	y	KY & SI	Curriculum, SMSC, PSHE	2021
<p>Global Dimension</p> <p>To learn about different countries across the world, religions, beliefs and cultures. Look into setting up links with a school in a different country to foster good relationships and lasting friendships.</p>	<p>Children their place within a global community. Children able to talk about our relationship with partner school in a favourable and informative way.</p>	-	-	y	y	-	-	-	KY, SI & BS	SMSC, MFL,	2021