

## Equality Objectives 2017-2019

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Whitegate C/E Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation; *(ongoing)*
- Promote equality of access and opportunity within our school and within our wider community; *(ongoing)*
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

Objective	Achieved by when?	How will we know this has been achieved?
Using the Stonewall 'Getting Started' document, plan CPD during the Spring term linked to positive attitudes to LGBT	December 2017	<i>CPD will have been recorded and distributed to staff and Governors.</i>
Senior Leader and Governor to attend Local Authority training 'Promoting Diversity and Preventing Homophobia.'	Summer Term 2018	<i>Attendance and planned delivery to staff and governors.</i>
Above training shared with staff and Governors	July 2018	<i>Attendance and delivery</i>
Purchase of resources to support the teaching in this area (eg, books, DVDs).	Spring Term 2018	<i>Resources bought.</i>
Continued promotion of supporting diversity and LGBT through collective worship, SRE and reading texts	Academic year 2017 - 2018	<i>Through curriculum teaching, children will openly talk and discuss the differences in a positive manner. Diversity teaching will continue to be threaded through named lessons. Children will respond positively to learning about (for example) artists, sports people, musicians</i>
Work with a school where there is good practice in promoting diversity positively	Spring Term 2018	<i>School staff will have had the opportunity to visit a school and bring improved practice and ideas to explore</i>

*The promotion of positive attitudes will be addressed through our teachings in: R.E, SRE, Whole School Collective Worship, Celebration days, Charity Days, Behaviour Management Policy and Buddy Systems.*

The Leadership Team and Governors will review the progress we are making to meet our equality objectives with regard to the protected groups (age, sex, sexual orientation, race, colour, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or marital/civil partnership status, gender reassignment, pregnancy or maternity) under the Equality Act (2010).

*Progress will be reviewed annually – this will be through Pupil Progress Meetings, End of Year Attainment meetings, Governor Meetings.*