



Coombe Bissett CE VA Primary School

“Within a caring Christian community, we enable every child to flourish and inspire a love of learning in all members of our school.”

Equality Objectives

- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities and the provision of positive images through resources, with particular reference to issues of equality and diversity.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
- To narrow the gap between boys’ and girls’ attainment in: reading and writing at the end of Key Stage 2; reading and maths at the end of Key Stage 1
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010. (*disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.*)

In order to achieve this Objective our Senior Leadership Team will act as Advocates and Lead Professionals in developing their knowledge and understanding of each of the Protected Characteristics.

**We will ensure that the Advocates accesses relevant and appropriate CPD in order to support our school in meeting the duties of the Equality Act, and they will be our school's main point of contact for the relevant Protected Characteristic.*

Specific	This Objective will clearly target the development of knowledge and understanding in relation to each of the Protected Characteristics in order to advance equality of opportunity and foster good relations
Measurable	Our Advocates will demonstrate increasing levels of awareness, knowledge and confidence in relation to the specific Protected Characteristics; will access relevant resources and CPD; and will contribute to raising levels of awareness in our school, and to developing appropriate strategies to challenge differential outcomes.
Attainable	<p>We will ensure that the members of staff selected as Advocates are enthusiastic and can see the benefits of embedding equality in our school, as well as recognising the benefits for their own personal development.</p> <p>We will be supported by the local authority through training and the provision of contacts and resource materials to make sure this Equality Objective is achieved in our school, enabling us to identify the issues and champion the best educational outcomes for all our pupils.</p>
Relevant	The Equality Act 2010 has clearly set the agenda for advancing equality of opportunity and fostering good relations. Our school endorses this vision, and seeks to develop its capacity across the board, to deliver the best educational outcomes for all children and young people in relation to the Protected Characteristics.
Time-Bound	<p>We will review this Objective annually during the four-year period, and evaluate the effectiveness of this system of Advocacy. Relevant Equality Information will be published and Equality Analysis conducted on an annual basis, and will contribute to this review and evaluation process.</p> <p>This Equality Objective will be achieved at the end of the four year period at which time it will be reviewed and renewed.</p> <p>Additional Equality Objectives will be identified during the four-year period as appropriate.</p>