



Equality Objectives 2022 -2026

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act states that schools and other public bodies must:

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives at Rushey Mead Primary are:

Equality Objective: Eliminate unlawful discrimination, harassment and victimisation		
<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale</i>
Celebrate diversity, encourage respect and promote equality.	Create a whole-school culture in which students, staff and the school community work together to create an environment of inclusivity through effective SMSC and character education.	Continue to embed and consolidate the No Outsiders Programme for all stakeholders and linked to the PSHE curriculum with termly reviews conducted by the PSHE curriculum team as part of their review
Know how to talk to your students about inappropriate and discriminative language and provide all staff with the confidence to address these boundaries.	Use No Outsiders Programme through picture books from EYFS -Y6, showing clear progression through key stages during PSHE or English lessons.	To be implemented through each term based on the No Outsiders School Timetable



Equality Objective : Advance Equality of Opportunity Between People

<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale</i>
Robust systems for monitoring pupil progress in place and monitored regularly.	Data analysis shows equality of attainment/progress for all, identifying groups and individuals at risk of underachievement and plan intervention.	Termly pupil progress meetings with SLT members, class teacher and phase assistant Headteacher along with whole school data shared at governor meetings.

Equality Objective: Foster Good Relations Between People

<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale</i>
To develop pupil understanding of tolerance and mutual respect for others through the promotion of British values	Children exposed to different cultures, faiths, religions through first hand experiences and through the use of varied resources. Actively challenge children, staff or parents who express opinions that are contrary to fundamental British values including extremist views.	Yearly review of the curriculum to ensure that this aspect of British values is promoted. Events during the year celebrate culturally diverse occasions and memorable events taking place in the country.