



Heath Primary School Equality Objectives

Heath Primary is an inclusive school where we nurture global citizens whose wellbeing and progress are of equal worth.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act, 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. An understanding of equality and diversity is crucial to our staff recruitment and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of and aspirations for all of our children.

We eliminate discrimination through:

- Adopting the single equality scheme.
- Our behaviour policy ensures that all children feel safe at school and prejudicial bullying is not tolerated.
- Reporting, responding to and monitoring of all racist incidents.
- Our curriculum, which is designed to promote respect for diversity and challenges negative stereotyping.
- Assemblies and circle times which teach directly about the protected characteristics and discrimination.
- Quality first teaching which ensures equity for all learners.
- Tracking progress to ensure that children make rapid progress and intervening, if necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provisions.
- Listening to the pupil's voice to evaluate the effectiveness of our policies and procedures.

We advance the equality of opportunity through:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention.
- Ensuring participation of parents/ carers.
- Listening to pupils at all times.

We foster good relations by:

- Ensuring that Heath Primary has a place at the heart of the community we serve.
- Ensuring that equality and diversity are embedded in the curriculum and assemblies.
- Circles, twice weekly, to explore key topics and discuss these in a safe space.

In order to support our pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

1. To teach children directly, at an age-appropriate level, about the protected characteristics and discrimination through assemblies and circle time.
2. To track and monitor vulnerable learners in core subjects to ensure equity for all throughout the curriculum and act upon any trends or patterns.
3. To continue to promote, and monitor, the levels of engagement of all parents in the wider life of the school.

These objectives were set in January 2023 and are to be reviewed in four years (Review date September 2025)