



Goostrey Community Primary School

## Equality Objective Statement

Adopted Spring 2020

To be reviewed Spring 2021

### **Statement**

Equality is of fundamental importance to everybody. At some point in our lives, everyone may face barriers that prevent us fulfilling our potential or participating fully in society.

Goostrey Primary School supports the aims of the Public Sector Equality Duty.

We are committed to promoting equal opportunities and combating discrimination for all members of our school community by:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a characteristic and those who do not
- Fostering good relations between people who share a characteristic and those who do not
- Embracing diversity as a strength, which should be respected and celebrated by all those who learn, teach and visit the school
- Recognising and addressing the needs of vulnerable groups by making reasonable adjustments wherever practicable

No member of our communities will be discriminated against, harassed or receive less favourable treatment on the grounds of the 'protected characteristics' described in the Equality Act 2010 as: race, age, disability, marriage and civil partnership, pregnancy and maternity, gender reassignment, age, religion and beliefs, sex or sexual orientation.

We will work with staff, students and others (where required) to promote an integrated and cohesive community that reflects the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

**How we promote our objectives:**

Actions	By whom
Annual review of this and other related policies – consulting with stakeholders as appropriate <b>Spring 2020 this statement and policy. Behaviour Policy 2020 and reviewed due to COVID-19</b>	Staff and governors
Ensure all staff have access to all relevant policies /procedures <b>Staff share – staff policies</b>	
Pupil progress meetings to discuss achievement and attainment as well as any barriers to learning – interventions to be monitored. <b>Autumn, spring and summer pupil progress meetings. Appraisal. Standing agenda item SMT. Staff meeting agendas</b>	HT and staff
Annual Exhibition – 17 <sup>th</sup> year – ensure longevity and impact. Exhibition is culmination and celebration of all the global learning in school which is interwoven throughout the whole curriculum . <b>October 2019 – Inventions.</b>	All staff and pupils

<p>All incidents will be recorded either by the teacher or head and a senior manager informed – serious incidents will be recorded on CPOMS <b>Ongoing – Head’s book includes monitoring outcomes as well</b></p>	<p>All staff</p>
<p>Continue our relationship with Elizabethfontein School in SA <b>June 2019 Garcia who visited in 2011 visited and SA staff and pupils due to visit and stay for a fortnight summer 2021</b></p> <p>Look to develop our relationship with Levenshulme School <b>19 20 look to develop this relationship – Y1 and Y4 visits? Staff to visit? Visits to the local mosque and synagogue.</b></p>	<p>All staff</p> <p>Lead through PM 20 21</p>
<p>Incorporate global links within our teaching and ensure plans are followed – long, medium and short term teaching plans. <b>Currently being developed in curriculum overviews</b></p> <p>Raising awareness of religious festivals across different cultures through our R.E curriculum as well as in our 5 minutes a day. Utilise all opportunities to develop children’s experiences e.g. assemblies, visits out and visitors to school <b>Ongoing e.g. Y4 study Eid Festival, Diwali and Christmas. Mr Saleem from Levenshulme mosque visits.</b></p> <p><b>Look to have a religious festival display in every classroom showing the calendar at the centre – refer to this in 5 minutes a day. Y2 earning about the festival of Shabbat</b></p> <p><b>RE - story of Creation. Led to a discussion about respecting others beliefs when thinking about RE meaning versus science knowledge. It then led onto a discussion about most of our community being Christian but there are others and how important it is to learn about them. We mentioned Muslims, Sikhs, Jewish people and respecting their religious views too.</b></p>	<p>BC and all staff</p> <p>All staff – monitored in staff meetings</p>
<p>School Council and Friday monitoring / subject leaders’ monitoring to address equality and diversity regularly <b>Ongoing and reviewed regularly to look at what works well and what we need to do next.</b></p>	<p>Recorded and followed up at relevant meetings / discussions – all staff</p>
<p>Develop regular theme days across the year to link in with regular teaching</p>	<p>BC and all staff</p>

Identify and promote positive role models at all times eg in assembly / topics / reading materials and resources. Ongoing - Mr Saleem, Rev Buckley, Julia Tomes Heather Swainston visited school and led sessions on global issues	All staff
Promote tolerance, diversity and acceptance across all aspects of school life Ongoing Relationships Policy in consultation with staff and parents adopted summer 2020 – No Outsiders books and lesson plans to be followed from September 2020 after staff agreement. PSHE scheme to be considered 20 /21	All stakeholders
Ask staff to make us aware of any disabilities or characteristics that they feel need consideration.	Staff
Ask parents if they or their children have any disabilities that we need to be aware of.	HT to ask parents
Ensure staff attend and disseminate appropriate training. Prevent training update – all staff and governors autumn 19 Mop up during Lockdown April 2020	SMT
Remind children about expectations and how to promote these values through discussion in class / groups / assemblies etc Ongoing e.g. 7 Up / discussions with adults / 5 minutes a day	All staff