



## Equality Objectives Report 2021-22

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).

The Charter Schools Educational Trust values state that:

- » We are committed to helping all children, particularly the most disadvantaged and vulnerable
- » We work successfully with people of many diverse backgrounds and cultures
- » We accept that we have biases and work hard to free ourselves of these
- » We know that diversity of experience and perspective makes our organisation richer and our decisions better.

The Trust and The Belham Primary School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

Under the Act, the Trust and its schools are expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equality Objectives reflect the school's priorities and our values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

**For 2021 - 2022, our Equality Objectives are:**

Objective	Actions
Ensure the delivery of a fully inclusive (race, gender, disability, and other protected characteristics) curriculum that reflects the diversity of the school community	<ul style="list-style-type: none"> <li>• Documented rolling programme of assemblies/themed weeks and days that explore a range of cultures, religions, and people from different backgrounds or who have protected characteristics</li> <li>• Ensure planning of curriculum units that explore people/events from a range of backgrounds/ cultures/ viewpoints</li> <li>• Subject progression maps to show diversity in curriculum planning</li> <li>• Subject leaders to monitor diversity covered within their subjects under specific criteria</li> <li>• Evaluate impact through pupil, staff and parent voice</li> </ul>
The Belham to assert its stance as an anti-racist school	<ul style="list-style-type: none"> <li>• Creation of a stakeholder focus group to explore and discuss school's actions/work and topical issues</li> <li>• Create a written action plan and share with the wider school community</li> <li>• Adopt the Halo-Code</li> <li>• HT/SLT participation in Trust EDI working group</li> <li>• Stakeholder participation in EDI survey to measure impact</li> </ul>
Mitigate the adverse impact of school closures on the most disadvantaged/pupil premium children by ensuring equity of opportunity for all families	<ul style="list-style-type: none"> <li>• NTP in Maths and English for pupils in Y3-6</li> <li>• Deliver Nuffield early intervention programme on language support in R/Y1</li> <li>• Promote involvement of families not engaging with the wider curriculum to ensure parity of school offer by: more direct engagement between class teacher and selected pupils/families; teacher led homework club to support PP children; free Year 3 music tuition for PP/disadvantaged children; offer access to extra-curricular opportunities for PP children, including one free club per term.</li> <li>• Termly target setting meetings with disadvantaged/PP children</li> </ul>
Encourage a diverse field of job applicants on the staff and governing body by reviewing and changing HR systems, policies, and processes	<ul style="list-style-type: none"> <li>• Use Trust recruitment policy to ensure transparency of process</li> <li>• Actively encourage applications for school positions from people who have protected characteristics</li> <li>• Ensure equity of opportunity for all staff to apply for all roles, including internal, by properly advertising them</li> </ul>

Specific tasks relating to these objectives can be found within the School Development Plan:

[http://www.thebelhamprimaryschool.org.uk/uploads/3/8/5/1/38515623/sdp\\_overview\\_2020-22.pdf](http://www.thebelhamprimaryschool.org.uk/uploads/3/8/5/1/38515623/sdp_overview_2020-22.pdf)

Further information can be found via the links below:

- Equalities Act 2010 – <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Public Sector Equality Duty – <http://www.legislation.gov.uk/ukpga/2010/15/section/149>