

Heswall Primary School Equality and Diversity Objectives 2023-2027

Equality Strand	Objectives and Actions	Person Responsible for Implementing	Monitoring Strategies	Timeframes	Review/Impact
All	Raise Awareness of Equality and Diversity: <ul style="list-style-type: none"> • Raise awareness of aims and objectives of the policy by sharing with staff and the wider school community. • Ensure any selection panels are aware, and take account of the schools' aims regarding equality and diversity • Provide further staff training in all aspects of equality & diversity to support staff understanding and awareness • Introduce all aspects of statutory RSE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers 	HT/DHT Governing Body RSE/PSHE Lead	Equality Statement – website Equality objectives – website Staff meetings Governors meetings CPD certificates Information to parents, staff, pupil surveys	Ongoing	
	Ensure that the school promotes Equality & Diversity: <ul style="list-style-type: none"> • Ensure the curriculum promotes role models and heroes that young people positively identify with in terms of race, gender and disability – e.g. POOCs • Through a wide range of opportunities, promote diversity through all aspects of the curriculum, e.g. resourcing, aspects of study, through literature, a focus on historical figures & significant people, through displays • Ensure the school calendar enables opportunities to promote equality & diversity – e.g. arts week, whole school RE celebration, visitors to school • Ensure that all children are given the opportunity to participate in, or contribute to, every aspect of school life – e.g. clubs, performances, competitions, residential, committee membership etc. 	HT/DHT Curriculum Leads	Pupil voice surveys Lesson walks/pupil discussions Display evidence Clubs, competitions and events Long Term Plans Visits & Visitors to school	Ongoing	

	<p>Ensure tolerance and respect towards individuals who identify with any of the protected characteristics:</p> <ul style="list-style-type: none"> • Ensure regular analysis of any negative behaviour incidents to identify patterns related to protected characteristics, e.g., racism, LGBT, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers • Utilise assembly opportunities to promote equality and diversity and to tackle issues of discrimination for any protected groups • Respond to world news/current affairs issues in relation to the protected characteristics of any individuals or groups through assemblies, PSHE and Circle time • Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and British Values • Report the number of racism incidents to the Governing Body termly 	HT/DHT/ and other Senior Leaders Class teachers	CPOMS analysis – behaviour, parent contact, Curriculum plans Calendar Assembly overview Governor meetings Headteacher's Governor reports.	Ongoing	
	<p>Promote high standards of attainment and progress for all pupils and ensure that nobody is disadvantaged by any of the protected characteristics:</p> <ul style="list-style-type: none"> • Monitor and analyse pupil achievement at key intervals reflecting gender, socio-economic background, ethnicity and disability. Take necessary action to address gaps that might exist • Monitor engagement and uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all. 	HT & DHT SLT SENCO	Attainment and progress data analysis Provision maps Learning Walks Pupil discussions Attendance Reports	Ongoing	