

## Equality Objectives 2022-2025

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimization and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

**Objective 1: To actively challenge gender stereotypes and promote gender equality.**

**Why we have chosen this objective:** To promote gender awareness and equality across the school.

**To achieve this objective, we will:**

- Ensure that at least one member of staff is trained in 'gender awareness', so that we are skilled at recognizing and supporting children may not identify as male or female.
- Provide gender neutral leadership roles in school such as house captains and head pupils, which will not be gender specific.
- In assemblies and collective worship, ensure that we provide a balanced representation of genders in the texts that we share and teach our children.
- To provide a PSHE curriculum, where the programme of study teaches the themes respecting ourselves and others, relationships, living in the wider worlds and health and well-being.

**Progress we are making towards this objective:**

- School has purchased texts to promote equality in the representation of genders in different roles and responsibilities.
- PSHE programme of study identifies a progressive approach to the teaching of discrimination and strategies to safely respond to and challenge discrimination.
- Rights Respecting Gold Award ensures that our children know their rights and actively promote them in school and in the community.

**Objective 2 - Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.**

- **Why we have chosen this objective:** To raise awareness of equal opportunities and attract more applicants from diverse backgrounds.

To achieve this objective, we plan to:

- Book training and ensure our recruitment meets these requirements.

**Progress we are making towards this objective:**

**Objective 3: To raise awareness of anti-bullying strategy across school**

**Why we have chosen this objective:** To ensure that children have an increasing knowledge and tolerance of different communities, cultures and traditions that are represented in our school, local community and beyond and ensure staff can deal with bullying effectively.

**To achieve this objective, we plan to:**

- Further develop our RE curriculum with the support of the Dudley Syllabus to ensure that there is sufficient depth to the teaching of different religions and cultures.
- Staff member to be point of contact for anti-bullying and lead anti-bullying ambassadors.
- Anti-bullying ambassadors to lead assemblies.
- Train new children annually by Diana Award to become anti-bullying ambassadors – ‘up standers’ rather than ‘by standers’
- Staff training on anti-bullying strategy within school and how to support victims as well as bullies.
- Plan a focus day each year on anti-bullying.

**Progress we are making towards this objective:**

- Key staff have been trained on anti-bullying initiative through the Diana Award.
- Anti-bullying ambassadors have planned an assembly to share in anti-bullying week.