



Equality Act 2010

Our Equality Objectives

2020-2024

For further information or if you need this document in large print, audio, Braille, alternative format or a different language please contact Mrs J. Lawman on 01787 475699

Contents

		Page
1.	Introduction	3
2.	The legal context	3
3.	St. Andrew's population & our school community	3
4.	Issues that our objectives take into account	4
5.	Our objectives	5-7
6.	Monitoring & governance	7
7.	Further Information	7

Introduction

1. St Andrew's has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our four equality objectives for 22-23.
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:
 - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity for people with protected characteristics;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. The Act also requires schools to:
 - Publish equality objectives that are proportionate, specific and measurable
 - Report annually on progress
 - Publish a school accessibility plan.

St. Andrew's population & our school community

The diverse population of our school

7. Our school community has its own unique make up:

51% Boys 49% Girls

97% Identify as White British

Issues that our objectives take into account

8. Our equality objectives address the following issues:
- Like many areas of the country, Essex saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
 - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school.
 - Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

Our equality objectives for 2022-2026

9. Our four objectives are:
1. To promote the preciousness of each individual and support our community in appreciating difference.
 2. To ensure our curriculum is accessible for all learners and reasonable adjustments does not mean children are not challenged through the high expectations staff have for them.
 3. To ensure protected characteristics are just that, and decisions made reflect this commitment.
 4. To promote pupil voice and encourage our children to express their opinions and appreciate that others may have different views.
10. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

11. Our Trust Board is responsible for monitoring delivery of our objectives.
12. The date of the next formal review of these objectives is September 2022

Further information

13. For further information please contact
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Our Equality Objectives for 2020-2024

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To promote the preciousness of each individual and support our community in appreciating difference.	<p>Autumn 2020 – The Preciousness of each individual – project in response to the Black Lives Matter Campaign.</p> <p>Look at History Curriculum events and historical figures – Mai Jameson to be added to Flight Topic</p> <p>Assembly Theme for June 2022 – Celebrating the Preciousness of each person – Just Like Me resource</p>	<p>Writing Project – Children's Literature Starter</p> <p>Autumn 2021</p>	<p>Minimal / reducing racist incidents recorded during the life of the plan.</p> <p>Historical figures - more diverse group including a wider range of groups represented.</p> <p>When questioned children understand difference is to be appreciated, embraced and respected.</p>	SLT
To ensure our curriculum is accessible for all learners and reasonable adjustments does not mean children are not challenged through the high expectations staff have for them.	<p>Ensure staff are supported by the school SENCo with regular dedicated One Plan/ My Plan workshop time.</p> <p>Regular drop-ins facilitated by the Trust SENCo to offer advice for support staff. SENCo</p>	<p>Termly SM slot – Ongoing</p> <p>Weekly</p> <p>Termly meeting Ed psych/ Inclusion Partner</p>	Staff produce effective one planning for pupils in their care. Children on the SEN register make pleasing progress relative to starting points and report they are both challenged and supported.	SENCo

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	<p>works closely with professionals to this aim.</p> <p>One to One staff meet with SENCo to aid the facilitation of their role.</p> <p>Staff training on SEN provision – Stepping Stones to objectives to ensure the accessibility of the curriculum (e.g. manipulatives).</p>	<p>Termly</p> <p>PD Day – June 22</p>		
To ensure protected characteristics are just that, and decisions made reflect this commitment.	<p>Ensure that all recruitment follows a fair and equitable process that is recorded.</p> <p>Ensure that all decisions based on the introduction of the new RSE/ PSHE Curriculum follow the correct procedures for consultation in order that we meet the needs of our community.</p>	<p>Ongoing</p> <p>Consultation – spring 2021 Curriculum adoption- September 2021</p>	<p>Recruitment processes are fair and equitable for all.</p> <p>The RSE/PSHE Curriculum supports all learners and is accepted by our community.</p>	HT/DHT/ Trustees

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To promote pupil voice and encourage our children to express their opinions and appreciate that others may have different views.	<p>Develop a long term plan and resourcing for Philosophy for Children – NZ model.</p> <p>Develop the use of DIALLS in conjunction with Homerton College, Cambridge.</p> <p>Begin the Mighty Oaks programme of Public Speaking Y1-6.</p> <p>Train staff to deliver NELI/ Wellcomm Interventions following assessment</p>	<p>2020 – share with staff during staff meeting – refresher of quadrant and planning for new staff.</p> <p>Visit from Fiona Maine January 2022 – PD Day</p> <p>Training from during Staff Meeting March 2022</p> <p>Re- assessment each September – ongoing – Kelly Howard 2020-2021 Lou Lucas 2021-22</p>	<p>Children have a sense of self-belief and growing confidence and resilience despite the impact of the pandemic.</p> <p>Children, as they leave for secondary school are prepared for life in modern Britain and a voice to challenge injustice.</p> <p>Children realise that to respect themselves and others is the primary learning behaviour encouraged.</p>	SLT- All Staff

ⁱ The characteristics protected under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation