

# Sandbrook Primary School

Headteacher: Ms Temple



## Equality Objectives 2022-26

Public Sector Equality Duty	Equality Objectives	Actions	Review
Eliminate discrimination, harassment and victimisation	To make sure that no-one experiences harassment, less favourable treatment or discrimination because of their protected characteristics	Challenge personal prejudice and stereotypical views whenever they occur. Record and challenge all incidents of bullying or perceived bullying and follow up with actions to be reviewed regularly by SLT Audit our resources including books and toys to ensure all protected characteristics are represented positively. Buy SLA from the Ethnic Achievement Service for support and advice or translation. Review presentation of materials to ensure accessibility for all.	Termly Termly Annually Annually Annually
Advance equality of opportunity between different groups	To ensure that everyone is treated fairly and with respect. To narrow the attainment gap between disadvantaged pupils and their peers	Create a curriculum that challenges stereotypes. Staff to be given disadvantaged children targets (Pupil Premium, LAC, EAL, SEND), plan appropriate support and discuss their progress at half termly meetings. Further develop the accessibility of our site and curriculum for all pupils.	Termly Half-termly PPA Reviews Annually
	To ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.	As vacancies arise in school, we will always give due regard to our Equalities Policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.	As required

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Foster good relations between different groups	To develop our curriculum and wider opportunities so that our community develops an understanding and acceptance of others	Buy SLA from the Ethnic Achievement Service for support and advice. Develop our diversity week work so that it permeates throughout the year. Promote positive messages about equality and diversity through displays, assemblies, visitors and whole school events. Further develop our work on equality in our PSHE theme 'We Are Unique'	Termly  Termly  Annually
Consult and involve those affected by inequality	To ensure that everyone is able to give their opinion freely regarding decisions made to promote equality and eliminate discrimination	Ensure up to date policies are available on our website Use all means possible to communicate with affected people (social media, email, website, in-school promotion)	Annually  As required