

Blanford Mere Nursery and Primary School

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 victimisation 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 plan to:

- Ensure that at least one staff member has had 'gender awareness' training, so that we are skilled at recognising and supporting children may not identify as male or female.
- Provide gender neutral roles in school, 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.
- Staff training where 'gender awareness' training is shared widely with staff.

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.
- Regularly spot check the recruitment process to ensure that we continue to meet the legal requirements

Progress we are making towards this objective:

- The school has arranged training for all staff involved in recruitment- this will take place during the academic year 2022-2023 and refreshed regularly.

Objective 3: To celebrate cultural events throughout the year, to increase pupil awareness of different communities, by upholding British Values.

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.

To achieve this objective, we plan to:

- 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
- To use a range of texts in collective worship/ assemblies to promote learning about and from religions, cultures and festivals.
- To use the data held in school to ascertain the beliefs and cultures of our school community and map out the awareness and celebration of these in school- through the RE curriculum, PSHE curriculum

Progress we are making towards this objective:

- RE curriculum has been cross referenced with the Dudley Syllabus to ensure that we are meeting the statutory requirements
- Core texts for assemblies have been planned in to assemblies
- RE leader has mapped out religious festivals so that children can learn from and about the religions and cultures celebrated by children in our school.