



Our Lady's Catholic Primary School EQUALITY OBJECTIVES 2022 - 2024

LINK TO PUBLIC SECTOR EQUALITY DUTY (PSED)	PROTECTED CHARACTERISTIC	OBJECTIVE	ACTION	RESPONSIBILITY	TIMESCALE	EVALUATION
All	All	For all stakeholders to understand what is meant by a protected characteristic	Equality Act to be taught during PSHE Assemblies to make explicit the Equality Act when discussing diversity Staff inset on diversity to discuss the legal framework	Whole staff JPh (Diversity and Inclusion Lead)	Academic year 2022/2023 By July 2023	All stakeholders will be able to confidently name the 10 protected characteristics within the Equality Act 2010
All	All	For all pupils to be appropriately challenged and engaged through well-planned and managed classroom support	Staff to be aware of children vulnerable to under-achievement and to reflect this in their planning of TA support, adapting this to the needs of their class	Teaching staff – monitored by HT / JPh (Diversity and Inclusion Lead) / SENDCo	Academic year 2022/2023	All groups of children will have made adequate progress (as defined by SEND Code of Practice) in all subjects, and to reach a good level of attainment in reading, writing and maths.
All	Race	To celebrate diverse identities in school – challenging homophobic language and ideas.	RSE and PSHE lessons will actively teach children about identity and will challenge any homophobic language or behaviour – staff will feel confident in their knowledge. CPD time will be used to upskill the staff and develop confident quality first teaching The books in our library will positively reflect our diverse identities	Monitored by HT / JPh (Diversity and Inclusion Lead)	By July 2023	Children will feel confident to share their identities without shame
All	Poverty	To ensure poverty is not a barrier to learning	Children will not be asked to contribute to transport for sporting events. There will be a 'No Shame' culture – following on from the Poverty Proofing Audit, school will ensure that no child will be made to feel diminished due to poverty – e.g. free school meal lunches on a school trip, i.e. putting all lunches into identical paper bags so that free lunches do not stand out. Where possible school trips will be fully funded. No child will be denied access to a trip because of poverty. Kindness – no judgement will be made as to why a child is in poverty; support will be offered without strings, including food, breakfast, uniform etc.	HT / SLT	Ongoing	Children in poverty will not have less of an education or experience