

**Equality Objective 2020 – 2024: 1<sup>st</sup> Plan**

This is the plan for year 1 of the published equality objective for Central Primary School 2020 – 2024.

**Equality Objective 2020: To ensure representation and value of all protected characteristics**

Objectives 2020	
<ul style="list-style-type: none"> <li>a) Ensure that disabled people are represented in a positive and constructive way in across the curriculum (resources, displays and curriculum focus)</li> <li>b) Promote the independence of pupils through developing strategies to be increasingly independent</li> <li>c) Provide a positive attitude, focusing on ‘How can we...?’ to enable reasonable adjustments to every aspect of school life to ensure that all pupils are included.</li> <li>d) Ensure that staff focus on supporting learning, rather than on task completion, recognising the processes and using pro-social language to support learning develop.</li> </ul>	<ul style="list-style-type: none"> <li>e) Train staff on what is disabledist/ homophobic/ biphobic/ transphobic language and how to tackle this as a form of prejudice and harassment. Ensure that staff language and expectations do not reinforce gender stereotypes.</li> <li>f) Use every opportunity to explore preconceived ideas about male and female roles in the home and in society.</li> <li>g) To ensure that trans identities are acknowledged try to avoid a binary representation of gender using ‘they’ or ‘them’ when exemplifying when examples are not specific of identity.</li> <li>h) Use names and pronouns that individuals prefer to be referred to by, if unsure ask.</li> <li>i) Continue to develop representation of a full range of family types</li> </ul>

Our Equalities plan forms a central strand of our school development plans and is represented in our long term plans, our annual school development plan and our termly improvement plan.

Section 4: Equalities							
Objective	Intended Benefits	Actions 2020 - 2021	Involved	Costs			
<p><b>4.1</b> To ensure representation and value for all protected characteristics (<i>Linked to Published Equality Objective</i>)</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> </table>	Links	Pupil Premium	Standards	<p>Pupils will achieve outcomes that will mean that they are not disadvantaged educationally</p>	<ul style="list-style-type: none"> <li>-Review the school’s curriculum and ensure that people with protected characteristics (particularly disability and gender identity) as represented throughout the school’s curriculum (Summer Term 2020)</li> <li>-Provide further training on equalities, focusing on recognising, challenging and restoring situations where discriminatory (particularly disabilist/ homophobic/ biphobic/ transphobic language) has been used (Summer 2020)</li> <li>-Provide opportunities for pupils to access extra-curricular activities (using funds like pupil premium and fundraising) when they might not have previously attended (from Autumn 2020)</li> <li>-Use training on identities to support staff to change vocabulary and promote individual preferences towards pronouns and descriptions (Summer 2020)</li> <li>-Use notebooks and thinking maps to continue to promote independence and thinking from all pupils (ongoing)</li> <li>-Support everyone to have a ‘How can I..’ attitude to inclusion and continue to promote a diverse and integrated community. (ongoing)</li> </ul>	<p>Staff</p>	<p>£2,000</p>
Links							
Pupil Premium							
Standards							
<p><b>4.2</b> Promote the engagement of the whole school community</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> </table>	Links	Pupil Premium	Standards	<p>Everyone has the right to be included and valued in our community.</p>	<ul style="list-style-type: none"> <li>-Communicate changes of PSHCE (Health and Relationship) education to parents and carers, inviting them in to hear and talk about changes (Autumn 2020/ Spring 2021)</li> <li>-Promote extra-curricular activities and encourage pupil participation (From Autumn 2020)</li> <li>-Include the school’s community in our curriculum work and promote participation in learning to develop pupil independence (ongoing)</li> </ul>	<p>Staff/ Parents/ Carers</p>	
Links							
Pupil Premium							
Standards							