**HOLLY PARK PRIMARY SCHOOL**

**EQUALITY OBJECTIVES: 2021 - 2024**

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| **Link to Public Sector Equality Duty** | **Protected characteristic**  | **Aim:** | **Objective:** | **Target group(s): e.g. whole school, girls, boys, SEN, staff etc** | **Action:** | **Who’s responsible?** | **Dates from and to:** | **Milestone/ progress:****(To be reviewed October 2022)** |
| All aims of duty | All protected characteristics | To ensure the participation of pupils/students from minority, marginalised or vulnerable backgrounds in school life | Ensure the diversity of pupils/students involved in the decision-making processes of the school | Minority and vulnerable pupils/students | Identify which groups are represented in the School Council and/or pupil voice processes within the school and discuss strategies to increase participation of certain groups | DHT, SENCO and Key leader for Disadvantaged pupils | January 2022 |  |
| Eliminate unlawful discrimination, harassment and victimisationFostering good relations | Sexual Orientation | To ensure LGBTQIA+family members are accepted and homophobia is challenged  | Increased staff confidence in dealing with and reporting rates of LGBTQIA+bullying.Rates of LGBTQIA+bullying and use of homophobic language decreases | Whole school and specifically LGBTQIA+family members | Utilise appropriate resource in PSHE as appropriateTo ensure that all school forms and paperwork are LGBTQIA+ friendly | PHSE leadSchool governors | December 2022 |  |
| Advance equality of opportunity | Sex | To increase the confidence of some female pupils  | To increase the resilience and knowledge of identified girls  | Targeted female pupils | Establish and run small group sessions for targeted pupils if necessary | School staff | January 2022 |  |
| Advance equality of opportunity | Sexual equality | To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping | Positive changes in curriculum with regard to PSHe and Citizenship, as well as the wider curriculumEnabling Enterprise projects | All pupilsPPG pupils in Raising Aspiration project groups | Provide activities that allow pupils/students to explore gender stereotyping in careersNew PHSE curric incl sex and relationships | Class teachers in EE projectsKey leader for disadvantaged pupilsPHSE leaderWellbeing governor | April 2022 |  |
| Advanceequality of opportunity | Other | To improve the attainment of pupils eligible for free school meals  | Improved attainment | Children eligible for free school meals | Collate and analyse data relating to attainment by target groupWork with LA to identify strategies to improve attainment of this group | SMTKey leader for DisadvantagedPP governor | July 2023 |  |
| Fostering good relations | Age | To improve understanding and to challenge stereotyping between young and older people | Increased positive attitudes towards each other | All pupils | Continue to invite older community members to work in school – e.g volunteersTo engage in more community projects with local care homesContinue with grandparents day | Class teachersDeputy headMusic Teacher | December 2021 |  |
| Fostering good relations | All | To promote good relations between people from different backgrounds | Improved understanding of Holly Park School in the wider London community and the diversity within itImproved understanding of Holly Park School in the wider world community  | All pupils | Parent engagement events (e.g. International Day, Fairs)Continue with writing to children in Spanish schools Black History MonthVisits to places of worshipValues workRights respecting workLocal, National & International charitiesWork on intermediate Global dimension awardEnsure that school reading books reflect pour global communityTo ensure that the governing body reflects our school community | SMTSpanish teacherKey Leader for Equalities and DiversityDHTGoverning bodyKey leader for reading | July 2022 |  |