



Holly Park School

Equality Information and Objectives

2023 – 2026

Equality Information and Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

This policy links with the UN Rights of the Child

Article 1

Everyone under the age of 18 has all the rights in the Convention.

Article 2

All children have all these rights, no matter who they are, where they live, what language they speak, what their religion is, what they think, what they look like, if they are a boy or girl, if they have a disability, if they are rich or poor, and no matter who their parents or families are or what their parents or families believe or do. No child should be treated unfairly for any reason.

Article 3

The best interests of the child must be a top priority in all things that affect children.

Holly Park Primary School serves a community which is diverse in its cultural, social and economic constitution. We recognise that this diversity is an asset which we seek to draw on for the benefit of all the children. As a school, we believe that every child and member of staff is of equal value. We are committed to providing equal opportunities for all pupils and staff.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Holding assemblies about Diversity
- Holding special days and weeks to celebrate diversity
- Acknowledging national days to raise awareness of diversity
- Threading diversity through our curriculum so that it is integrated within
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of ALL members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

Inclusion

Holly Park is an inclusive school, it continually strives to ensure the best possible provision for all pupils who have Special Educational Needs.

Our ultimate aim is for children to be happy, confident and to be supported, to achieve their individual potential.

The School emphasizes the importance of the child and their parents, participating as fully as possible in decisions; and being provided with the information and support necessary to enable participation in those decisions.

There is a need to support the child and their parents, in order to facilitate the development of the child and to help them achieve the best possible educational and other outcomes, preparing them effectively for adulthood.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Equality Information and Objectives Policy and our Equality policy further outline the school's policies regarding equality.

DEALING WITH PREJUDICE								
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?	Start date	Milestone/ progress:
Foster good relations between people who share a protected characteristic and those who do not.	All protected characteristics	To continue to promote a tolerant and inclusive school community where all feel safe and valued. Strengthen a sense of school identity and purpose for staff and children	Pupil voice – children will have a sense of pride and belonging about HPS A high percentage would recommend our school to others	Whole school	Teach all pupils how to be an upstander. Anti-bullying week and online safety week. Police visits to school. Establish school Mission and vision Use vision—in assemblies	HT DHT	Sept 2023	Review Sept 2024

					Assemblies – connected, included, safe, valued, purpose Use vision in Talk times Play the school song on Monday assemblies			
Advance equality of opportunity between people who share a protected characteristic and those who do not.	Disability	Tackle prejudice and promote understanding in relation to people with disabilities.	To increase awareness of disabilities	All children	Increase books that represent people with a range of disabilities	SENDCO Reading Lead HT	September 2024	Review Sept 2025

CELEBRATING DIVERSITY

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?	Start date	Milestone/ progress:
Eliminate unlawful discrimination, harassment and victimisation and other	All protected characteristics	To promote cultural development and understanding	To provide an environment that celebrates and respects diversity Provide a rich range of experiences, both	Whole school	Carefully planned trips and experiences mapped out across the school Displays in central areas	SLT HT AHT PD	Begin in academic year 2023-24	Review Sept 2024

<p>conduct prohibited by the Act.</p>			<p>in and beyond the school.</p>		<p>To increase the range of resources which depict positive images of people with protected characteristics</p> <p>Cultural Heritage Day Equality Afternoon Diversity week</p> <p>Neuro diversity week</p> <p>Regular assemblies across the year in KS2 on the protected characteristics and Equality Act (in addition to those taught in each year group)</p> <p>Protected characteristics posters displayed in classrooms and around the school</p> <p>Equality Day – focus on different protected characteristic for each year group</p> <p>PSHE lessons on the Equality Act and</p>	<p>DHT</p> <p>SENDCO</p>		
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					protected characteristics as per the learning organisers Talk Time sessions using PSHE books and 'No Outsiders' resources to teach about the Equality Act and protected characteristics			
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	All	To develop a relevant curriculum which reflects modern Britain and all of its diversity, to ensure an inclusive environment	Develop a curriculum that is inclusive of the experiences and histories of those with protected characteristics, and often seeks to erase systemic barriers in our society through fairer and more equitable distribution of curriculum content For children to see and be seen in the curriculum For children to hear 'multiple co-existing narratives' in all subjects	All children Staff	Review the curriculum to ensure that diversity is represented in all subjects and that it is planned for	HT AHT Curric Class teachers	Sept 2023	

FACILITATING EQUALITY IN THE WORKPLACE

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?	Start date	Milestone/ progress:
Advance equality of opportunity between people who share a protected characteristic and those who do not.	Sexual equality	<p>To increase the confidence of female pupils through embedding the world of work in the curriculum</p> <p>To promote opportunities for boys and girls to learn more about career opportunities which challenge gender stereotyping</p>	To increase the knowledge of all pupils – especially girls	<p>All pupils</p> <p>Girls</p>	<p>Embed the Y6 careers fair started in June 2023</p> <p>Make links with careers and the curriculum in learning organisers</p> <p>Increase the number of visitors to speak to classes about their careers</p> <p>Use the Yes programme consistently within the curriculum</p> <p>Sign up and Investigate the 'Primary futures' programme</p> <p>PHSE lessons</p> <p>Deliver Inset on 'The World of Work'</p>	<p>School staff</p> <p>AHT PD</p>	Sept 2023	Review Sept 2024
Advance equality of	Sex	Continue to develop further	Pupils in UKS2 will feel a sense of equality		Complete a Sexism survey for upper KS2	DHT (DSL)		

opportunity between people who share a protected characteristic and those who do not.		the schools work on child on child abuse and Harmful Sexual Behaviours	between boys and girls while at school	Girls Staff	(Pupil voice) to find out what they feel is happening in school and what further action can be taken to promote equality between girls and boys	carry out survey SLT to consider results and any necessary action	Spring 2024	
Advance equality of opportunity between people who share a protected characteristic and those who do not.	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 Ensure SEND and PP premium are represented in clubs and activities and address any barriers	DHT, SENCO and Key leader for Disadvantaged pupils SLT	Sept 2023	
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	All protected characteristics	Make clear the work on 'Consent' within the PHSE curriculum	All children to be aware of what Consent is and why it is important. Consent will be an ingrained part of dialogue in the school	Whole school	Deliver Inset to teachers on consent Give teachers resources for teaching about consent PSHE books about consent used in Talk Time and PSHE lessons	AHT PD Class teachers	Sept 2023	

					PSHE lessons about consent delivered			
					Language for consent posters in classrooms			

ENABLING REPRESENTATION

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?	Start date	Milestone/ progress:
Foster good relations between people who share a protected characteristic and those who do not.	Sexual Orientation	To ensure LGBTQ+ family members are accepted and homophobia is challenged	Increased staff confidence in dealing with and reporting rates of LGBTQ+ bullying. Rates of LGBTQ+ bullying and use of homophobic language decreases	Whole school and specifically LGBTQ+ family members	Utilise appropriate resource in PSHE as appropriate PHSE HEP framework objectives PSHE picture books Equality Afternoon Diversity week To ensure that all school forms and paperwork are LGBTQ+ friendly	PHSE lead School governors	Sept 2023	

SUPPORTING INCLUSION

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?	Start date	Milestone/ progress:
Eliminate unlawful discrimination, harassment and victimisation	Disability	To raise awareness of neuro diversity	To create a more inclusive and equitable culture that celebrates differences and	Staff Whole school	SENDCO to attend neuro diversity assembly workshop	SENDCO	Spring 2024	September 2024

and other conduct prohibited by the Act.		To transform how neurodivergent individuals are perceived and supported	empowers every individual		Have a neurodiversity awareness celebration assembly			
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	All	To make staff aware of conscious and unconscious bias	To consider the make up of our school and to ensure that we are providing equality of opportunity	Staff	Staff meeting	DHT AHT PD AHT Curric	Spring 2024	September 2024

ADDITIONAL EQUALITY OBJECTIVES

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?	Start date	Milestone/ progress:
Foster good relations between people who share a protected characteristic and those who do not.	All	Further support pupils with work on resilience Further support parents with work on resilience	To see improvement in the way that children: Approach tasks and how they deal with their emotions when things go wrong	Whole school Including parents	Understand the word resilience Whole school start of year book – making mistakes Use of Weebles as a metaphor – make a poster Weebles wobble but they don't fall down!	DHT All staff	Begin Spring 2024	Review Sept 2024

					<p>Recognising failures – and what you learned from it – Talk time</p> <p>The HPS Toolkit – zones – displayed around the school</p> <p>Stars of the week, HT awards, Notes home – focus on children who overcame it</p> <p>Parent resilience workshop</p>			
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	Sex	Training for Domestic abuse as this is identified as a contextualised issue within the school.	<p>Staff will:</p> <p>Understand the definitions of domestic abuse, prevalence in society and psychology of perpetrators</p> <p>Be familiar with legislation</p> <p>Recognise how domestic violence impacts children</p> <p>Be aware of the different types of abuse and warning signs</p> <p>Understand legal duties</p>	Staff	<p>Training course on The National College: Certificate in understanding Domestic Abuse and Violence</p> <p>1 hour 35 mins</p>		January 2024	