

Equality Objectives Yearly Progress Review

Introduction

The Equality Act 2010 places a duty on Ellenbrook Community Primary School (herein referred to as the school) to publish information that demonstrates that we have due regard for the need to:

- **General Duty 1:** Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- **General Duty 2:** Advance equality of opportunity between people who share a protected characteristic and people who do not share it by
 - removing or minimising disadvantages suffered by people due to their protected characteristics;
 - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- **General Duty 3:** Foster good relations between people who share a protected characteristic and people who do not share it by
 - Tackling prejudice and
 - Promoting understanding between people from different groups.

The specific duties are:

- To publish relevant, proportionate information (including quantitative data) showing compliance with the Equality Duty.

To prepare and publish at least one specific and measurable objective that the school thinks it should achieve to meet any of the three aims of the equality duty each year. Objectives must be published at least every four years.

This report describes the work that has been undertaken in our school to promote equality and tackle discrimination over the academic year.

Annual Review of Progress			
Objective 1	Steps being taken	Evidence of progress	Lead
To provide training to all staff so they feel confident when supporting the whole school community with protected characteristics (specific focus on race and sexual orientation (Feb 2023)	National College Training on INSET day 3/6/24 Cluster Twilight – Sexual Harassment in the class room Therapeutic Classroom Training Sexual Harassment national college – 27/2/24	Certification	Mr. Peter Marks
Objective 2	Steps being taken	Evidence of progress	Lead
To provide a wider variety of enrichment activities so there is an increased uptake in the groups of children with protected	Sports day – inclusive with mixed groups and all taking part	Attendance of clubs SeeSaw Twitter	Mr. Peter Marks



<p>characteristics (to include 'Sports Day' and after school clubs)</p>	<p>Clubs change each half term with variety of focus</p> <p>Art Clubs</p> <p>Choir – young voices</p> <p>Coding Club</p> <p>Girls football teams</p> <p>SEND Athletics</p> <p>Residential trips with all included and adaptations made to support pupils</p> <p>Languages week</p> <p>Intercultural community days</p> <p>Community food markets</p> <p>Soft start</p> <p>Assemblies – thoughtful time</p> <p>World book day</p> <p>House competitions</p> <p>Mixed gender galas and swim meets</p>	<p>Floor books</p>	
<p>Objective 3</p>	<p>Steps being taken</p>	<p>Evidence of progress</p>	<p>Lead</p>
<p>To continue to develop the curriculum and key texts to promote equality and diversity by continuing to increase the range of texts and increased opportunities within the school curriculum</p>	<p>Texts within MTPS</p> <p>Texts in classroom and school libraries for example 'Little People Big Dreams'</p> <p>EYFS – Think Equal</p> <p>RSE Curriculum</p> <p>Salford Library service</p> <p>Diverse scientists are embedded into Science curriculum</p> <p>Visual timetables and displays</p> <p>Faith based books</p>	<p>Libraries</p> <p>MTPS</p> <p>Planning</p>	<p>Mr. Peter Marks</p>



	<p>Correspondence for parents offered in their language</p> <p>Language books in our class room libraries for the pupils speaking that language.</p>		
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