

FLOOKBURGH CE PRIMARY SCHOOL

Equality Objectives Action Plan - 2023/27

Public Sector Equality Duties (PSED): eliminate unlawful discrimination, harassment, or victimisation (EUDHV); equality of opportunity (EO); fostering good relations (FGR)

PSED	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s): e.g. whole school, girls, boys, SEN, staff	Action	Who is responsible?	Dates from and to:	Indicator of Achievement
ALL EUDHV EO FGR	EUDHV	To ensure our curriculum addresses cohort specific needs and challenges all forms of prejudice and prejudice-based bullying	For our pupils to have experiential, hands-on, opportunities to interact with a diverse range of cultures including ethnic and religious groups through a well-planned and purposeful curriculum	Whole School	As part of the Re-Thinking the Curriculum Pilot project through the National College, work with co-design partners to support the development of our unique curriculum offer based on the identified needs of both individual cohorts and whole-school identified needs Visits and Visitors to school shall provide 'real-life' opportunities for children to engage with a wide range of cultures/ethnicities/religious groups, etc and challenge stereotypical thinking	SLT/DSLs PSHE and RSE Lead Whole Staff	September 2023 – July 2024	There will be no recorded incidents of a prejudicial nature
ALL EUDHV EO FGR	EUDHV	Our children will engage positively with a diverse range of literature and broaden their breadth of reading through the authors they choose to read	To ensure our children have access to a wide and diverse range of literature to support their knowledge and understanding of the UK's culturally diverse societal make-up	Whole School	Re-stock the school's Library and Class Library collections to reflect the UK's multi-cultural society Provide research opportunities through ICT to enhance knowledge of world cultures and religions, ie live-streamed events, etc	English and PSHE Lead	September 2023 – July 2024	Pupil voice will indicate a greater understanding of UK/worldwide culture, religion/faith and ethnic diversity

ALL EUDHV EO FGR	EO	All children will receive high quality teaching which meets individual needs	To ensure all teaching staff, including non-teaching staff, access a programme of CPD linked to SDP priorities; cohort specific priorities and individual staff needs	Whole School	CPD opportunities shall be agreed with all staff through a variety of avenues: <ul style="list-style-type: none"> - annual appraisal - SDP priorities - Identified need staff/cohort/individual 	HT/SLT Whole Staff	September 2023 – ongoing to meet developing needs	Staff voice identifies common understanding; Staff have the skills and knowledge to enable all children to succeed and feel safe/secure
ALL EUDHV EO FGR	FGR	All children will feel able to challenge prejudice-based discriminatory language, attitudes and behaviour	Children will recognise discriminatory behaviour, language and attitudes and have the tools to challenge and deal positively with it	Whole School	A more diverse range of display shall be obvious across the school with children having a greater role in 'building' these displays reflecting their growing knowledge and understanding. Opportunities to have first-hand experience of range of cultures, ethnicity and religions/faiths through planned trips and visitors to school	Whole Staff	September 2023 – onwards	Pupil voice will reflect a greater understanding of discriminatory behaviour, attitudes and language and its impacts upon those affected by their use Any discrimination will be positively challenged by the children
Date Action Agreed:		September 2023			Date Agreed for Review:		September 2027 (earlier as required)	