



## Curwen Primary School

Together Everyone Achieves More

### Equality Objectives

Spring 2023

Next review date Spring 2024

Equality Objectives: 1. Advance equality of opportunity between people who share a protected characteristic and those who do not.														
Date: January 2023														
Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead People	Links to school policy or SDP	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage/Civil Partnerships	Race	Religion/Belief	Pregnancy/Maternity/Paternity	Sexual Orientation	Gender Reassignment			
All pupils are supported to be emotionally ready for learning	There is a well-established Pastoral Team and lots of procedures and interventions are in place 1) new interventions to be planned for based on the needs of individual pupils throughout the school 2) all staff to have training on support children who are self-harming	Our Art Therapist, Music Therapist, and our Education Mental Health Practitioner are well established in school and support pupils with their emotional needs.	√	√	√		√	√		√	√	DSL	SDP FP4	1) Sep 22 2) Jan 23
All children have access to a diverse curriculum	The curriculum is planned to reflect a range of significant people with different protected characteristics. Parents are invited to participate in learning through special events and homework projects.	Well-developed curriculum is taught across the school and there are a variety of opportunities for parents to come in and share in pupils' learning.	√	√	√		√	√		√	√	YGL	SDP FP2 4	June 2023

**Equality Objectives: 2. Foster good relations between people who share a protected characteristic and those who do not.**
**Date:** January 2023

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead People	Links to school Policy or SDP	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage /Civil partnerships	Race	Religion/Belief	Pregnancy /Maternity /Paternity	Sexual Orientation	Gender Reassignment			
Continue to implement Curwen's new PSHE Curriculum and review/ amend accordingly	Continue to share PSHE curriculum (including RSE) with all parents at our September Welcome Meetings. Continue to develop PSHE offer in light of local or national priorities.	Pupils receive good quality RSE teaching and any problematic areas are reported to H&S Manager	√	√	√	√	√	√		√	√	H&S Manager	SDP FP 2 4	June/July 2023
		Pupils receive good quality PSHE teaching; suggestions for improvements are made to PSHE Lead	√	√	√	√	√	√		√	√	PSHE Lead	SDP FP 2 4	March 2023
		RSHE and RSE curriculum is adapted for pupils in our Pathways groups to ensure all have access to this.	√	√	√	√	√	√		√	√	PSHE Lead, SENCO LST	SDP FP2 4	End Dec 22
Provide support for staff in delivering the PSHE Curriculum with a focus on E4C	CPD has been provided to staff with further training planned following parent consultations. Further training will be offered to address a range of protected characteristics.	The new Curriculum is shared with new/returned staff and they know the expectations for their year group.	√	√	√		√	√		√	√	PSHE Lead, AHTs	SDP FP 4	Mar 23
		Staff are supported by PSHE Lead and AHTs as and when needed.	√	√	√		√	√		√	√	PSHE Lead, AHTs	SDP FP 4	End Dec 22
To eradicate prejudice within the curriculum in relation to the protected characteristics listed in the Equality Act 2010 and to promote understanding and respect for differences	The schools practices and procedures are inclusive, discrimination is not tolerated. Staff are equipped with the skills to challenge discrimination at a child level's development stage. The curriculum is inclusive with a focus on challenging gender roles and stereo-types as well as discrimination against groups on the protective characteristics list.	Ensure there is a comprehensive review of all policies to ensure each policy has an equality statement that reflects the school's vision, aims and ethos.	√	√	√		√	√		√	√	H&S Manager , PSHE Lead	SDP FP 2	End July 2023

### Equality Objectives: 3. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Date: January 2023

Objective	Current situation	Success criteria	Equality Strand (protected characteristic)									Lead People	Links to school Policy or SDP	Actioned by (date)
			Age	Disability	Sex (Gender)	Marriage /Civil partnerships	Race	Religion/Belief	Pregnancy/ Maternity/ Paternity	Sexual Orientation	Gender Reassignment			
Fine tune procedures and practice to eliminate discriminatory incidents	There are many procedures and interventions to support both victim and perpetrator. Staff have clear roles and are experienced in supporting pupils. The curriculum needs to continue to be developed to reflect the range of people that have a protected characteristic.	Victims will continue to receive individualised support to develop resilience and emotional strength when experiencing negativity from peers.	√	√	√		√	√		√	√	DSL / DDSL	Anti-Bullying and Behaviour Policies	Ongoing
		Perpetrators will continue to receive support to understand the implications of their actions and will start to change how they view people who are different.	√	√	√	√	√	√		√	√	DSL / DDSL	Anti-Bullying and Behaviour Policies	Ongoing
		The curriculum reflects the wide range of people that have protected characteristics; pupils are familiar with these & accept them in a positive light.	√	√	√		√	√		√	√	SL	SDP FP1	July 2023
		In light of KCSIE updates, ensure all staff have ongoing training in recognising and challenging sexual harassment.	√	√	√		√	√		√	√	DSL	Safeguarding Policy	Ongoing
		Children taught about the importance of speaking up if they feel unhappy or uncomfortable in a situation. All staff aware of the importance to listen to children and take concerns seriously.	√	√	√	√	√	√		√	√	PSHE lead	Anti-Bullying and Behaviour Policies	Ongoing

Ensure pupils are making appropriate and safe use of online systems	Regular sessions in class teaching show pupils how to be safe online, including special days such as e-safety day/Anti bullying week. There has been a big rise in inappropriate use of social media.	Pupils are regularly reminded of online 'dos' and 'don'ts' and use online systems safely; they report any misuse to a staff member.	√	√	√		√	√		√	√	AHTs, DDSL	Computing Policy SDP FP1	Ongoing
		Parents are vigilant when their child is online; they are promptly informed if their child is online inappropriately and given the necessary support and guidance on how to report incidents are signposted to the NOS training.	√	√	√		√	√		√	√	Dep DSL	Computing Policy SDP FP1	Ongoing
		Online Safety / Computing Policy updated in light of KCSIE updates and NOS best practice.	√	√	√		√	√		√	√	PSHE Lead, Computing Lead	Computing Policy SDP FP1	July 2023
		Any concerns about online safety reported to parents and support offered on a 1-1 basis. Regular communication from NOS sent out to all parents to highlight trends and dangers in online/social media usage.	√	√	√		√	√		√	√	DDSL	SDP FP1	Weekly