



**'Educating For Life In All Its Fullness'**

**Harewood C of E Primary School**

**Equality Objectives 2023-27**

# School Values

## *'Educating For life In All Its Fullness'*

(John 10:10)

As a school, we shape all that we do, to allow children to develop a strong sense of their Emotional, Spiritual and Cultural self through our Christian values:

- **Honesty**
- **Forgiveness**
- **Courage**
- **Hope**
- **Community**

We ensure that children are prepared for future life and have the Cultural Capital to be active citizens of the world they live in. Through all work in school, children are supported in developing an understanding of their place in the world. Our collective Christian values shape our thinking and aim to promote the positive Physical, Emotional, Mental and Spiritual development of our community.

### **Safeguarding**

The Governing Body and staff of Harewood C of E Primary School take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in our care.

### **Equal Opportunities**

We have a clear duty under the Equality Act 2010 to ensure that our teaching is accessible to all pupils, including those who are lesbian, gay, bisexual and transgender (LGBT). Our inclusive curriculum will foster good relations between pupils, tackle all types of prejudice, including homophobia, and promote understanding and respect, enabling us to meet the requirements, and live the intended spirit, of the Equality Act 2010.

### **School Ethos**

At Harewood, we have an inclusive ethos and work in partnership with children, parents and a wide variety of other agencies to provide the best possible outcomes for all our pupils.

The school offers a warm and welcoming environment and there is mutual respect between all members of the school community.

## Equality Objectives

The Equality Act (2010) requires schools to publish equality objectives as evidence of how the school reviews and complies with equalities legislation. Our objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

The objectives identified by the school for 2023-2027 are shown below

<u>Objective</u>	<u>Actions and Impact to date</u>
<b>1. To embed British values (democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs) into the curriculum and to show how this work with pupils has an impact on their behaviour and attitudes towards others.</b>	Throughout the academic year 2021-22 there was a focus on British Values through whole school collective worship and this was further embedded through classroom focuses where relevant links are made to issues and topical news items such as the general elections. Our 2022 OFSTED inspection praised the children's awareness and understanding of British Values. The challenge now is to maintain this in the coming cycle of years.
<b>2. To ensure that all stakeholders, including students and visitors to the school, are aware of the school's Equalities Policy and have awareness of their responsibilities.</b>	Equality objectives have been shared with governors and are shared as part of the induction process with students. Student mentors monitor compliance with the policy and objectives. All staff and governors take responsibility for ensuring acceptable behaviour, responding to incidents and complaints in a proactive way, providing access to services, facilities and information, recruiting and employing people fairly, meeting specific needs. Governors undertake a reviews of the school's Equality policy and objectives and monitor progress towards its implementation.
<b>3. To ensure that the teachers, governors and leadership team monitor and analyse pupil achievement for those with protected characteristics.</b>	Termly monitoring of pupil achievement includes specific focus on children with protected characteristics. This ensures these individual or groups of children where underachieving have targeted intervention that meets their needs (see provision maps, IEPs and intervention timetables.)
<b>4. To ensure that diversity is promoted overtly across the school, including in displays and reading materials for the children.</b>	Stone wall resources have been displayed throughout school to promote the "different families, same love" message. School has worked with a group called 'Diversity Role Models' to raise understanding and awareness of issues that may happen in society.
<b>5. To ensure that the curriculum meets the needs of all learners and is designed with a wide range of role models and historical figures who represent diversity.</b>	The long term planning has been revisited and in the academic years 2022-23. Teachers have chosen text for the children to study that reflect a wider range of stories from different cultures which values difference and traditions without stereotyping. In history, important people from the past have been studied to reflect greater diversity and to recognise the achievements of people from different cultures, specifically Mary Seacole, Harriot Tubman, Rosa Parks and Nelson Mandela. and the children in year 6 have been introduced to the Black Lives Matter movement and have explored historical figures and contemporary issues including the debate about removal of statues, and the issue of white privilege.

	<p>Gender and other protective characteristic were also brought into these discussions.</p> <p>We now need to monitor that these selected topics and people are taught as part of the curriculum cycle and investigate the possibility of ways to improve awareness and learning.</p>
<p><b>6.To ensure that children have a wider experience of diversity and that the school celebrates different languages and cultures.</b></p>	<p>The R.E. curriculum reflects a wide experience of different cultures and beliefs. The school celebrates festivals and the children experience different places of worship including churches, synagogue and mosque. The children make comparisons between different countries specifically the U.K. and Italy and the children in key stage 2 learn the Italian language.</p>

**We will regularly review the progress we are making to meet our equality objectives.**