



## EQUALITY ACT 2010 at Kew Woods Primary School



### Introduction

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our school population; to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle inequalities and reduce or remove them.

In everything we do the Trust, take account of how we can get rid of discrimination, give pupils an equal chance, and encourage everyone to get along. Please read the Southport Learning Trust's Equality Policy alongside this.

Southport Learning Trust's objectives are:

- 1.Trust schools are beacons of inclusion with SEND pupils and those pupils eligible for pupil premium making good progress through an ambitious curriculum, high participation in wider opportunities and receiving high quality careers education leading to every young person progressing to their best next stage.
- 2.Trust schools to be fully committed to our Anti-racism pledge to be confident to tackle all incidents of racism. All school councils or diversity groups should have equality and diversity as a standing item for pupil voice.
- 3.LGBTQ+ pupils feel safe and happy in school in order to achieve their full potential. Senior leaders have ensured that schools are fully inclusive with the support of recognised organisations. Every opportunity is taken to ensure we have an informed community that celebrates diversity within the curriculum.
- 4.To ensure the Trust recruitment takes every opportunity to strive to create a more diverse workforce to provide representative role models for our communities.
- 5.To effectively identify all young carers and support them in overcoming barriers.

Kew Wood's specific equality objectives are:

Objective	Action to be taken	Personnel Responsible	Time scale	Resources and Costs	Success Criteria	Monitoring and Evaluation
To raise awareness of unacceptable language and promote the use of positive language in KS2.	<p>Scheduled planning meeting with Equality and Diversity consultant.</p> <p>-Deliver workshops for targeted year groups.</p> <p>- On site therapist complete support work with individual pupils.</p>	Headteacher + Inclusion Leader	Ongoing – continuous reinforcement	<p>£300 workshop</p> <p>£25 per hour therapy sessions.</p>	<p>Pupils always speak appropriately to one another.</p> <p>All pupils feel supported. The school ethos and curriculum continue to promote respect for the differences of the school community.</p>	Year 5 received this workshop in Autumn Term 1 2023
To raise awareness of LGBTQ in our community and how we should support each other so	<p>Whole school assemblies.</p> <p>Ensure class libraries have literature which</p>	Headteacher + Inclusion Leader	Ongoing continuous	+£1000 Books	<p>Everyone treated with dignity and respect in our community.</p> <p>Zero tolerance for discrimination.</p>	Ongoing assemblies have taken place focusing on the protected characteristics. Class libraries have been updated with

everyone feels they belong.	refers to our LGBTQ community.  Ensure we discuss in PSHE curriculum.					literature promoting the protected characteristics. Class texts have been selected to engage pupils in open discussion.
To train staff in Makaton so pupils with speech and language difficulties or who are deaf can feel supported.	Targeted staff to access training in Makaton in key year groups.  Year 3 workshops in British sign to continue.	Headteacher	Ongoing and continuous	£300 workshops	Staff able to communicate with pupils with severe SpLD.	3 staff trained in autumn term on Makaton. <u>Year 3 workshops taking place in Spring term 2023.</u>