



Middlewich Primary School Equality Objectives 2021-2025



Objective 1: Middlewich Primary School will give diligent regard to equity, diversity and inclusion within its school curriculum and teaching.

To do this we will:

- Design and deliver a curriculum that promotes equity for all, providing opportunities for pupils to experience a rich range of experiences both within, and outside of, the classroom.
- Design and deliver a curriculum that encompasses opportunities for pupils, across all key stages, to develop respect for the religious, spiritual, cultural, and moral values of others and to consider thoughtfully their own attitudes, values and beliefs.
- Design and deliver a curriculum that promotes diversity within society, including recognising the achievements of significant individuals.
- Monitor the outcomes for children with relevant protected characteristics, where appropriate and meaningful.

Further Actions:

- Subject leaders to ensure diversity is promoted within and across their subject.
- Senior leaders to ensure staff are aware of the barriers for particular groups of children and to put appropriate actions in place to remove/significantly reduce the adverse effect of these.

This will be evidenced by:

Curriculum maps, pupils' work, pupil voice, assessment information

Objective 2: Governors, school leaders and all staff will promote equal opportunities for the entire school community, tackling any discrimination towards stakeholders (pupils, parents, carers, staff, governors) promptly and diligently.

To do this we will:

- Provide an atmosphere of harmony and respect for all others.
- Value staff for their ability and potential to help us make the best possible provision for the children in our school, regardless of gender or sexual orientation, race, age, colour, religion, nationality, ethnic origins or physical or mental abilities
- Teach children what discrimination looks like and ways that they can actively challenge it.
- Ensure all policies and procedures promote equity and diversity.

- Governors and the SLT will tackle unfair treatment and inappropriate behaviour to ensure no stakeholders experience discrimination, bullying and harassment.

Further actions:

- Continue to increase awareness of equalities, diversity and inclusion through communications and training.
- Continue to limit the impact of unconscious bias in our recruitment practices e.g. by ensuring a range of SLT members are involved in the recruitment process to ensure there is a balance of viewpoints for all internal and external recruitment.
- Gather stakeholders' views both informally (discussions etc) and formally (questionnaires) and take action as appropriate.

This will be evidenced by:

Policies, PSHE/RE curriculum plans, assembly plans, stakeholder's voice (discussions, staff and pupil questionnaire results, governor meeting minutes, parent questionnaires, parent view)