

| Equality Objectives | Protected Characteristic | General Duty | Responsibility | Measurable Success Indicator | Timing | Review Date |
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| <p>Ensure that all pupils, staff, governors and visitors to the school, regardless of identified gender, are provided with a secure environment which meets their needs (toilet facilities).</p> | <p>Gender</p> | <p>Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.</p> | <p>Head/SLT / Governors/ Staff</p> | <p>Pupils, staff, governors and visitors all have accessible and appropriate toilet facilities, regardless of gender.</p> | <p>By January 2024 and then ongoing, based on identified need.</p> | <p>Termly at FGB meetings under agenda item 'Equality'.</p> |
| <p>Review:</p> <p>Feb 2024: Non statutory government guidance published December 2023. Paragraph 6.41 Toilets states that:</p> <p><i>Schools are required to comply with minimum standards, including that separate toilets for boys and girls aged 8 years and over are to be provided. While colleges are not subject to the same legal requirements, they should take the same approach given the same safeguarding considerations apply. Boys must not be allowed to go into the girls' toilets (and vice versa) in order to protect all children, particularly girls.</i></p> <p><i>If a child does not want to use the toilet designated for their biological sex, and the school or college has considered all the relevant factors outlined above, they may wish to consider whether they can provide or offer the use of an alternative toilet facility. This should be secured from the inside and for use by one child at a time, including for hand washing. These alternative arrangements should not compromise the safety, comfort, privacy or dignity of the child, or of other pupils.</i></p> <p>Currently no pupils/members of staff/visitors/governors have requested to use a toilet that is not designated for their biological sex. Unisex toilets which meet the criteria detailed above are available for staff, governors and visitors.</p> <p>July 2024: Gender Identity (pupil) policy has been updated to reflect the above. Approved at the FGB meeting on 9/7/24</p> | | | | | | |
| <p>To raise staff and governor understanding and awareness of the protected characteristic of gender through CPD.</p> | <p>Gender</p> | <p>Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the equality act.</p> <p>Foster good relations between persons who share a protected characteristic and those who do not.</p> | <p>Head/SLT/ Governors/ Staff</p> | <p>Raising staff and governor understanding of gender identity in primary settings is identified in annual CPD planning.</p> <p>CPD is delivered and evaluated.</p> <p>Staff and governor evaluations and feedback indicate that there is an improved awareness and understanding of gender identity in primary schools and how schools can meet the needs of the general duty.</p> | <p>Ongoing</p> | <p>Termly at FGB meetings under agenda item 'Equality'.</p> |

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| <p>Review: Teacher training completed 16.5.23 Support staff training completed 22.5.23 Governor training completed – all completed by November 2023 Training to be used is Modern Governor – Trans Awareness July 2024: Training to be added to new starter induction November 2024: New starter induction currently being reorganised. Training above to be included in this. December 2024: Gender identity training and policy now included in new staff induction</p> | | | | | | |
| <p>To generate and publish a Gender Identity policy and ensure that its contents are reflected in everyday school practice.</p> | <p>Gender</p> | <p>Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.</p> <p>Foster good relations between persons who share a protected characteristic and those who do not.</p> <p>Advance equality of opportunity between persons who share the relevant protected characteristic and persons who do not share it.</p> | <p>Head/SLT/ Governors/ Staff</p> | <p>A Gender Identity policy is written and approved by the governing body.</p> <p>All staff and governors have seen and are aware of the contents of the policy.</p> <p>Policy reflects practice.</p> | <p>By September 2023</p> | <p>Termly at FGB meetings under agenda item 'Equality'.</p> |
| <p>To go to governors for approval at next meeting on 11/7/23 – adopted 09/23 To be shared with teachers during INSET on 1/9/23 – delayed due to delayed governor approval. Move to spring INSET – completed January 2024 To be shared with support staff during Lite Bite session in September – completed 22/9 Policy reviewed and amended July 2024, taking into account draft government guidance (non statutory) December 2024: Gender identity training and policy now included in new staff induction</p> | | | | | | |
| <p>Improve provision for pupils and families for whom English is an additional language.</p> | <p>Ethnicity, race.</p> | <p>Advance equality of opportunity between persons who share the relevant protected characteristic and persons who do not share it.</p> | <p>Head/SLT/ INCO/Staff</p> | <p>Parents and teachers to make assessment of English language acquisition when a child joins the school (including outside of the usual joining time).</p> <p>Wellcomm screening to be carried out for all children when they join the school (including outside of the usual joining</p> | <p>Ongoing</p> | <p>Termly at FGB meetings under agenda item 'Equality'.</p> |

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| | | <p>Foster good relations between persons who share a protected characteristic and those who do not.</p> | | <p>time) and intervention planned and delivered where necessary.</p> <p>EAL spreadsheet to be maintained and used to identify additional language needs for each class and plan appropriate provision.</p> <p>Each language present in the school to be celebrated at least once a year as 'Language of the Month'</p> <p>Monthly Parent Café to be run linked to each language of the month.</p> <p>Language Ambassadors (children) to be identified across the school. Ambassadors to support and translate for parents and children where necessary.</p> <p>Where requested, aim to provide translation for parents both face to face and in written documents.</p> | | |
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Review:
Every child in school has now been assessed using WellComm, including all new starters. Interventions in place for those identified as requiring further support.
All new starters have had language acquisition assessed. This has been recorded on Arbor and on our EAL spreadsheet (up to date).
WellComm package has been updated to include new EAL resources. INCO to complete training. WellComm intervention to be delivered by class support staff from summer 2024
All TAs received EAL training at the end spring 2023
Language of the month: March – Yoruba, April – Telugu, May – Turkish, June/July – Portuguese, September – Polish, October – Spanish/Portuguese, November – Romanian, December – Gujarati, January – Chinese, February – Nigerian, March – Turkish, April – Albanian, May – Greek, June – French
November 2024: Parent translators currently being sought via Big Help Out survey