

Green Lanes Primary School – Equality Objectives



Equality Objectives	Protected Characteristic	General Duty	Responsibility	Measurable Success Indicator	Timing	Review Date
Ensure that all pupils, staff and visitors to the school, regardless of identified gender, are provided with a secure environment which meets their needs (toilet facilities).	Gender	Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.	Head/SLT / Governors/ Staff	Pupils, staff and visitors all have accessible and appropriate toilet facilities, regardless of gender.	By January 2024 and then ongoing, based on identified need.	Termly at FGB meetings under agenda item 'Equality'.
To raise staff understanding and awareness of the protected characteristic of gender through CPD.	Gender	Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the equality act. Foster good relations between persons who share a protected characteristic and those who do not.	Head/SLT/ Governors/ Staff/	Raising staff understanding of gender identity in primary settings is identified in annual CPD planning. CPD is delivered and evaluated. Staff 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.	Ongoing	Termly at FGB meetings under agenda item 'Equality'.

<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>Foster good relations between persons who share a protected characteristic and those who do not.</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 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>	<p>Ongoing</p>	<p>Termly at FGB meetings under agenda item 'Equality'.</p>
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