



Holy Family Catholic Primary School

# Equality Objectives

**APPROVED BY: BOARD OF TRUSTEES**

**DATE APPROVED: OCTOBER 2023**

**DATE REVIEWED:**

**DATE OF NEXT REVIEW: OCTOBER 2027**



**The school's current Equality Objectives are:-**

1. To increase understanding of different forms of bullying and discrimination including homophobic and transgender bullying
2. To promote cultural understanding and awareness, valuing and celebrating various cultures and beliefs amongst different ethnic groups within our school community
3. To increase the understanding and awareness of different races in our society

**How the school has developed its objectives:-**

The school's current equality objectives represent the school's priorities and are the outcome of a careful review and analysis of data and other information. They also take into account national and local priorities and issues. In particular:-

- The objectives are based on consultation conducted with staff, children, governors and evidence collected and published;
- The objectives are specific and measurable – they meet the school's needs and are achievable;
- The objectives are integrated into the school improvement plan;
- The school will report annually to the Governing Body on progress towards achieving the objectives;
- The objectives will be reviewed annually and will be updated at least every four years

**School plan in relation to how its equality objectives will be met:-**

Equality Objective	Reasons for objective. Key issues for the school. How the objective will be implemented and who will have responsibility for monitoring the progress of the objective.	Timeframe	Progress
<p><b>To increase understanding of different forms of bullying and discrimination including homophobic and transphobic bullying</b></p>	<p>Increase student and staff understanding of different forms of bullying including homophobic and transphobic bullying.</p> <p>Reduce sexual orientation discrimination between students and staff</p> <p>Prepare children for life in a diverse society</p> <p>Staff and governors to receive training on how to ensure school encourages acceptance and tolerance of those with different gender identity and sexuality</p> <p>SLT will discuss approach other schools are taking</p>	<p>September 2027</p>	<p><b>Outcome:</b> All pupils, staff and governors know that homophobic and transphobic bullying is not acceptable and that the school operates a "Zero Tolerance" policy</p>

	<p>and ensure commonality of approach with guidance from DFE, Doncaster LA and Hallam Diocese</p> <p>SLT will continue to monitor logs / incidents of any bullying</p> <p>SLT will report progress of the objective to the Governing Body</p>		
<p><b>To promote cultural understanding and awareness, valuing and celebrating various cultures and beliefs amongst different ethnic groups within our school community.</b></p>	<p>We strive to promote tolerance and respect amongst all members of community in order to prepare pupils to learn in a diverse society</p> <p>Leaders will ensure that the school's curriculum enables pupils to learn and celebrate cultures from around the world and those represented in the school community</p> <p>Teachers will plan opportunities for pupils to encounter and experience different cultures in their learning</p> <p>Assemblies will be used to celebrate diversity and to promote different cultures</p> <p>Any form of discriminatory behaviour in school will be appropriately logged and addressed in line with the school behaviour policy by the head of school.</p>	September 2027	<p><b>Outcome:</b> Wide variety of curricular experiences in place and pupil voice collected to evaluate the response</p>
<p><b>To increase the understanding and awareness of different races in our society</b></p>	<p>Increase student and staff understanding of different forms of racism</p> <p>Reduce racial discrimination between students and staff</p> <p>Prepare children for life in a diverse society</p>	September 2027	<p><b>Outcome:</b> All pupils, staff and governors know that racism is not acceptable and out school operates a "Zero Tolerance" policy</p>

	<p>Staff and governors to receive training on how to ensure school encourages acceptance and tolerance of those with different race</p> <p>SLT will continue to monitor logs / incidents of racial abuse</p> <p>SLT will report progress of the objective to the Governing Body</p>		
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