



Greenhaugh Primary School Equality Plan 2025-26

At Greenhaugh, we aim to meet our obligations under the public sector equality duty by having due regard to the need to:

Eliminate discrimination and other conduct that is prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

How we Aim to Eliminate Discrimination at Greenhaugh:

Implementation and review of our SEND and Inclusion Policy and Supporting Pupils with Medical Needs Policy.

Reporting, responding to and monitoring all incidents.

Our Behaviour and Anti-bullying Policy ensures that all children are treated with dignity, feel safe at school and addresses any prejudicial behaviours.

Regularly reviewing our curriculum design to ensure it is entrenched in spiritual, moral, social and cultural learning opportunities which meet the needs and interests of all learners; that it provides opportunities to understand human rights and fundamental British Values. Our Unicef Rights Respecting schools work support this aim.

Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.

Tracking pupil progress to ensure that children make expected or better progress from their starting points, and intervening when necessary to diminish any gaps.

Ensuring that all pupils have the opportunity to access extracurricular provision.

Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

How we Aim to Foster Good Relations Across all Characteristics:

Ensuring that equality and diversity are embedded in the curriculum and in assemblies e.g. Green Team leader elections, Playmakers, Anti-bullying week, RE curriculum and PSHE/RSE curriculum, choice of texts in English, Unicef Rights Respecting Schools work.

Fostering good relations by providing enrichment opportunities e.g. inviting parents and carers in for Harvest festival, Mothers and Others and Father's and Carers Day meals, visits to a range of places of worship, visiting artists, specialist teachers in music, dance and sports, a variety of external trips that extend an understanding of positive role models and past events.

Ensuring that Greenhaugh Primary School is seen as an active school within our local community e.g. taking part in Partnership sports events, fund-raising initiatives and charity weeks.

Recognising our responsibilities to the environment near and far through our globally immersive curriculum.

Providing a variety of extracurricular and cross-school opportunities for children to extend confidence and experience of working with different personalities, cultures and abilities e.g. sporting events, professional performances and working with visiting artists.

Target	Action	How the impact of the action will be monitored	Responsible person(s)
<p>Objective 1: Promoting Global Awareness and Children's Rights</p> <p>Aim: Develop children's understanding of global and national diversity, and their role in supporting the rights and wellbeing of all children through a rights-respecting, inclusive curriculum. Ensure children are exposed to a wide range of cultures, backgrounds, and family structures through books, resources,</p>	<ul style="list-style-type: none">• Incorporate global cultures and perspectives across the curriculum.• Embed the principles of the Rights Respecting Schools Award across school activities and discussions.• Explore ways to support and protect the rights of other children, both across the UK and in other countries.	<p>The school will achieve the Unicef Rights Respecting Gold Award, and pupil voice will show that children understand that children's lives can differ hugely across our own country and the world.</p>	<p>All teachers, teaching staff + Headteacher</p>

curriculum topics, and our Unicef Rights Respecting Schools work.			
<p>Objective 2: Promote Understanding of Disability and Neurodiversity</p> <p>Aim: Foster empathy and understanding of differing abilities and learning needs.</p>	<ul style="list-style-type: none"> • Include disability awareness in PSHE sessions. • Celebrate events such as Autism Awareness Week or World Down Syndrome Day. • Use inclusive teaching approaches for different learning styles. 	Pupils can identify and discuss different needs and how to support their peers.	All teachers, teaching staff + Headteacher
<p>Objective 3: Amplify Pupil Voice and Participation</p> <p>Aim: Ensure all children feel heard and have opportunities to contribute to school life.</p>	<ul style="list-style-type: none"> • Build on existing Green Team leaders to offer wider opportunities for pupil voice. • Ensure all pupils take on 'Primary Innovators' roles throughout the year to develop leadership, collaboration, and responsibility. • Use circle time and Green 	All pupils report feeling listened to and involved in decision-making.	All teachers, teaching staff + Headteacher

	Team meetings to encourage all pupils to share views.		
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Signed: Clare Crow, Headteacher

Signed: Sarah Barnes, Chair of Governors

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