



## Greenhaugh Primary School Equality Plan 2024-25

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.

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.

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)
To help our children understand others and value diversity.	1. Use texts on diversity or including diverse characters at regular intervals throughout the year (in assemblies/ World Book day/ as Whole class texts 2. Take part in Diwali, Hannukah, Eid celebrations 3. Take part in fundraising activities	1. Children will be able to articulate why diversity is something to be embraced. 2. Children will be able to explain some of the ways in which traditions differ in different communities. 3. Children will have a greater understanding of the range of life experiences that people have both inside and outside of the UK. 4. Children will be able to articulate some of the beliefs of different faiths	All teachers + Headteacher

	<p>that allow children to develop their understanding of the challenges of the lives of some people.</p> <p>4. Ensure all children visit a church and a mosque, temple and synagogue during their time in school.</p> <p>5. To regularly watch Newsround in Class 2 and discuss some of the issues raised.</p>	<p>and be able to talk about places of worship.</p> <p>5. Children will be able to talk about some of the current world issues.</p>	
<p>To ensure equity and fairness in access and engagement.</p>	<p>1. To review levels of parental and pupil engagement in learning and school life, across all activities.</p>	<p>All children will attend at least 1 extra curricular club over the year. All parents will have been invited into school.</p>	<p>Headteacher</p>

**Signed:** ..... Clare Crow, Headteacher

**Signed:** ..... Jenni Holland, Chair of Governors

**Date:** .....