

## TLHP Equality Objectives Statement

September 2020

**This statement has been written within the clear understanding and expectations as set out under the 2010 Equalities Act and the 9 protected characteristics.**

***Objective 1: To ensure equality of opportunity permeates the whole curriculum and ethos of the school***

**Why we have chosen this objective:** We recognise that children can't aspire to succeed if they do not have positive representations of themselves. We want the children to be able to be able to challenge stereotypes and prejudice that surrounds them.

**To achieve this objective, we plan to:** Review the content of the curriculum to identify opportunities to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. When reviewing resources, we will ensure opportunities are provided to celebrate a range of positive images that support developing non-stereotypical images. This will help to overcome preconceived ideas including, gender, ethnic origin, culture or religion. Resources should provide positive images of all groups.

**Progress we are making towards this objective:**

***Objective 2: To develop a positive attitude to equal opportunity by all staff, parents, helpers, governors, children and all who participate in the school.***

**Why we have chosen this objective:** We realise the value of the richness and diversity of society, particularly in our local community and we want to help prepare children for their part in society.

**To achieve this objective, we plan to:** Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events such as Remembrance Day, World Cup, Olympics etc as an opportunity to explore other cultures. We will also use Discovery days to celebrate differences. We aim to invite parents to participate in a range of events, such as 'cultural celebration events' and family picnics. We will work with parents to further their understanding of the need for Relationship Health Education. By coming together as a community, we will begin to actively encourage positive attitudes towards pupils and staff alike, fostering a greater understanding and respect for differences.

**Progress we are making towards this objective:**

***Objective 3: Increase the attainment of disadvantaged children (considering SEND, Pupil Premium, gender and race) over a 3-year period (by October 2022), so that these pupils achieve in line with their non-disadvantaged peers.***

**Why we have chosen this objective:** We recognise that gender, race, economics and other societal factors can reduce a child's chance of success.

**To achieve this objective, we plan to:** Closely monitor the progress and outcomes of specific children. Ensure the Pupil Premium strategy and Inclusion Policy lead to improvements in teaching and learning.

**Progress we are making towards this objective:**

***Objective 4: All members of staff to recognise the impact of unconscious bias on our decision making***

**Why we have chosen this objective:** To promote equality and supporting staff to treat colleagues and pupils equally.

**To achieve this objective, we plan to:** Offer relevant training, participate in a Trust Wide Review project. Establish a diversity committee to review the best pedagogical practices and provide a safe place for staff to deepen their knowledge of differences.

**Progress we are making towards this objective:**