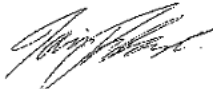


Summencroft Primary – An Academy School
Achieving through care, challenge and creativity
Equality Objectives 2024 - 2028
Statutory Policy



Equality Objectives 2024 – 2028

Date of Approval: May 2024	
This policy will be reviewed by the FGB every four years	
Date for Review: May 2028	
Signature 	Date: May 2024
Head Teacher	
Signature 	Date: May 2024
Chair of Governors	

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Equality Objectives 2024 – 2028

Objective 1			
Review the curriculum to ensure that there is representation of the protected characteristics as detailed in The Equality Act 2010			
BRAG Rating	Target group	Action	Evaluation
	Age, Disability, Gender, Race, Religion or belief, Sexual orientation	Review curriculum annually to ensure that there is good representation of voices and experiences	
		Review texts linked to the curriculum annually to ensure that there is good representation of voices and experiences	
		Review Reading for Pleasure texts annually to ensure that there is good representation of voices and experiences	
		Review assembly texts annually to ensure that there is good representation of voices and experiences	
		Ensure that sporting opportunities and sports teams are accessible to all children and success is celebrated through participation and achievement	
		Ensure that visitors to school, such as authors or workshop leaders, represent a range of diversity	
		Ensure that representation is considered when planning school trips, and that trips are planned around key holidays for all religions	
Objective 2			
To eradicate prejudice-related bullying in relation to the protected characteristics listed in the Equality Act 2010			
BRAG Rating	Target group	Action	Evaluation
	Disability, Gender, Race,	Continue to ensure that all protected characteristics are celebrated through assemblies	
		Continue to ensure that all protected characteristics are celebrated through our curriculum	

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	Religion or belief, Sexual orientation	Ensure that staff are aware of processes in case of a racist, homophobic or ablist incident (inform SLT, record, re-education at an appropriate level)	•
		Review systems to ensure swift identification of any issues, prompt and effective action involving parents where necessary and effective recording.	•
		Continue to update materials used in re-education after an incident	•

Objective 3

To develop diversity in our staff and governing body

BRAG Rating	Target group	Action	Evaluation
	Age, Disability, Gender, Race, Religion or belief, Sexual orientation	Use anonymised application option on Teach in Herts to prevent unconscious bias when shortlisting candidates	•
		Explicitly state on job adverts and on the school website that applications will be welcomed from a diverse talent pool	•
		Develop a staff survey to gather perceptions about race, diversity and anti-racism at Summerville	•
		Update school website with photographs of all staff	•
		Establish link governor with responsibility for equality, diversity and inclusion	•
		Implement targeted advertising to recruit ethnically diverse governors, using co-opting where necessary	•

Objective 4

To develop racial literacy in pupils and staff

BRAG Rating	Target group	Action	Evaluation
	Disability, Gender, Race, Religion or belief, Sexual orientation	Create glossary of shared language and circulate with staff	•
		Provide anti-racism training for staff	•
		Provide racial literacy training for staff	•
		Review PSHE curriculum to ensure that it allows opportunities for safe discussion around racism, homophobia and ablist.	•