

Annual Equality Report. Presented to the Local Governing Body on November 6th 2024.
Review of Objectives for January 2024 to January 2027

Name of School – Deddington Primary School			Date 24 th January 2024
Equality law focus	Aim	Actions	Progress towards success criteria
Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act.	To continue to promote a tolerant and inclusive school community where all feel safe and valued.	<ul style="list-style-type: none"> • Ensure pupils know how to recognize and report a concern. Ensure staff know how to respond and challenge. • Continue to collect pupil voice and act upon results. • Ensure our school environment reflects the diversity of modern Britain. • Continue to develop the impact of anti-bullying and online safety week. 	<p>Children know what to do if they witness an incident. PSHE curriculum continues to support this development.</p> <p>Staff feel empowered and knowledgeable to deal with any incidents should they occur. Staff training needs to clarify this further but this has been included within safeguarding training.</p>
Advance equality of opportunity between people who share a protected characteristic and those who do not.	Raise awareness and understanding for staff and pupils of barriers for those who come from a range of ethnic minority, LGBTQ+, disability, religious or nationality groups, and the gifts which their characteristics bring to our school community.	<ul style="list-style-type: none"> • Ensure worship timetables and the RE curriculum celebrate festivals and events from a range of religions. • Staff refresh training regarding protected characteristics. • Explicitly teach pupils about protected characteristics – age appropriate content. • Further develop the content and impact of Black history Month work. • Become a Rights respecting School. • School Culture Day. 	<p>Children and staff have a greater understanding, tolerance and respect of differences between themselves and others.</p> <p>Included within the PSHE curriculum and worship timetable.</p>

<p>Foster good relations between people who have a shared characteristic and those who do not.</p>	<p>All staff and pupils feel valued and represented</p>	<ul style="list-style-type: none"> • Further encourage and support SEND pupil and Pupil Premium Pupil involvement in school sport and after school clubs. • Develop a plan to further develop the aspirations of female pupils. • Ensure members of all faiths and with no faith feel represented and respected. • Ensure staff voice is heard and represented. 	<p>SEND pupils can access a range of extra-curricular opportunities. Monitoring ensures all pupils can access a range of opportunities.</p> <p>Parents will be able to access information on how to support their child at home. This is developing. INSIGHT data tracking will provide enhanced reporting for parents.</p> <p>Female pupils will have increased aspirations. Challenge stereotyping of girls. A wider range of clubs and activities available that challenge all stereotypes.</p> <p>All children will have opportunity to take part in School Sports competition. Very high participation rates with virtually all children taking part in at least one event.</p> <p>Sport is used to break gender stereotypes. A wide range of activities are available for all.</p> <p>Members of all faiths feel represented and respected. Worship planning and RE is inclusive of faith and belief, including non-belief</p> <p>All staff feel represented and that they have a voice at the table. TA meetings need to take part more often and each member of staff will have an SLT point of contact in 2025.</p>
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