



Objective 1: Eliminate discrimination and other conduct prohibited by the Equality Act 2010

Rationale:

- The school has a diverse community with 26.2% ethnic minority and 18.4% EAL pupils.
- Albeit rare but there have been some instances of prejudiced behaviour that need to be consistently addressed and re-educated.
- Ensuring all staff and pupils are aware of their responsibilities for advancing a culture of equality aligns with the school's mission and values.

Objective:

To ensure all staff and pupils at Manor Park First School are aware of their responsibilities for advancing a culture of equality and eliminating discrimination.

Action Plan

| Actions | Person Responsible | Resources Needed | Timeframe | Success Criteria |
|--|-----------------------------|--|------------------------|---|
| Provide staff training on the Equality Act 2010 and their responsibilities | Headteacher | Training materials, external facilitator (if needed) | Within 5 term | All staff can confidently explain their responsibilities under the Equality Act |
| Develop and implement a whole-school policy on equality and diversity | Headteacher, Governing Body | Model policies, staff input | Within 5 term | Policy is in place and communicated to all stakeholders |
| Incorporate equality and diversity topics into the PSHE curriculum | PSHE Lead | Curriculum resources, staff training | Within 1 academic year | Pupils can articulate their understanding of equality and diversity |
| Regularly review and address any incidents of discrimination or prejudiced behaviour | Headteacher, Pastoral Team | Behaviour logs, staff training | Ongoing | Reduction in incidents of discrimination or prejudiced behaviour |

Child-Friendly Objectives

1. We want everyone in our school to be treated fairly and with respect, no matter who they are.
2. We will make sure all the adults and children in our school know how to be kind and inclusive to everyone.
3. We will learn about different people, cultures, and beliefs in our lessons so we can understand and celebrate our differences.

Impact Statement

By successfully implementing these equality objectives, Manor Park First School will create a more inclusive and equitable environment for all staff and pupils. Discrimination and prejudiced behaviour will be reduced, and everyone will have a better understanding of their responsibilities for advancing a culture of equality. Pupils will be able to articulate their knowledge of equality and diversity, and feel valued and respected regardless of their background or characteristics. This will contribute to the school's overall mission of fostering a community of love, care, and respect, and better prepare pupils for life in modern Britain.

Objective 2: Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Rationale:

- The school has a higher than average proportion of pupils with SEND (19.9%) and EHCP (3.4%).
- There is a need to enhance the provision for SEND pupils to ensure they can access a wider and more enriching curriculum.
- The rapid increase in EAL pupils (18.4%) highlights the need to celebrate diversity and ensure all pupils can participate fully in school life.

Objective:

To ensure all pupils, including those with protected characteristics, have equal access to a broad, enriching curriculum and are able to participate fully in school life.

Action Plan

| Actions | Person Responsible | Resources Needed | Timeframe | Success Criteria |
|---|----------------------------|--|------------------------|--|
| Review and refine the SEND provision to ensure all pupils can access the curriculum | SENCO, Headteacher | Staff training, specialist resources, additional funding | Within 1 academic year | SEND pupils make good progress and can access a broad, enriching curriculum |
| Implement strategies to celebrate diversity and promote inclusion across the school | Diversity Lead, RE Lead | Curriculum resources, staff training, community partnerships | Within 1 academic year | Pupils demonstrate a greater understanding and appreciation of diversity |
| Provide additional support and interventions for EAL pupils to develop their language skills | EAL Lead, Class Teachers | Specialist resources, staff training, bilingual support | Ongoing | EAL pupils make good progress in developing their English language skills |
| Ensure all pupils have equal opportunities to participate in extracurricular activities and school events | Headteacher, Subject Leads | Funding for clubs and activities, staff time | Ongoing | Participation rates in extracurricular activities reflect the diversity of the school population |

Child-Friendly Objectives

1. We will make sure all the children in our school, including those who are different from us, can learn and take part in everything we do.
2. We will learn about and celebrate the different cultures, religions, and backgrounds of everyone in our school.
3. We will help children who are learning English to get better at speaking, reading, and writing in English so they can join in with everything.

Impact Statement

By implementing these objectives, Manor Park First School will ensure that all pupils, regardless of their protected characteristics, have equal access to a broad and enriching curriculum. The school will celebrate diversity and promote inclusion, helping all pupils to feel valued and respected. EAL pupils will receive the support they need to develop their English language skills, enabling them to participate fully in school life. This will contribute to the school's mission of fostering a community of love, care, and respect, and better prepare pupils for life in modern Britain.

Objective 3: Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Rationale:

- The school has a diverse community with 26.2% ethnic minority and 18.4% EAL pupils.
- Pupil voice has shown that children are keen to learn about other cultures and love celebrating their differences.
- Fostering good relations between all members of the school community aligns with the school's mission and values.

Objective:

To foster good relations and mutual understanding between all members of the Manor Park First School community, regardless of their protected characteristics.

Action Plan

| Actions | Person Responsible | Resources Needed | Timeframe | Success Criteria |
|--|---|---|------------------------|--|
| Develop a programme of assemblies and collective worship that celebrate diversity and promote mutual understanding | RE Lead, Headteacher | Curriculum resources, guest speakers | Ongoing | Pupils can articulate their understanding and appreciation of diversity |
| Incorporate opportunities to learn about different cultures, religions, and backgrounds across the curriculum | Subject Leads | Curriculum resources, staff training | Within 1 academic year | Pupils demonstrate a greater understanding and appreciation of diversity in their learning |
| Organise school events and activities that bring the whole school community together | Headteacher, Parent/Community Engagement Lead | Funding, staff time, community partnerships | Ongoing | Increased participation and engagement from all members of the school community |
| Promote positive role models and stories that celebrate diversity and inclusion | Headteacher, Subject Leads | Curriculum resources, guest speakers | Ongoing | Pupils can identify positive role models from diverse backgrounds |

Child-Friendly Objectives

1. We will learn about the different cultures, religions, and backgrounds of everyone in our school, and celebrate how we are all unique and special.
2. We will have special events and activities where everyone in our school can come together and get to know each other better.
3. We will read stories and learn about people who have made a difference, to show that anyone can achieve great things, no matter who they are.

Impact Statement

By successfully implementing these objectives, Manor Park First School will foster a culture of mutual understanding and respect between all members of the school community, regardless of their protected characteristics. Pupils will have a greater appreciation and celebration of diversity, and feel a stronger sense of belonging and inclusion. The whole school community will come together through shared events and activities, strengthening relationships and promoting a sense of unity. This will contribute to the school's mission of fostering a community of love, care, and respect, and better prepare pupils for life in modern Britain.