

## **Goddard Park Community Primary School Single Equality Action Plan**

Our community Primary School operates on 'Everybody learns, everybody cares'. We aim to provide a nurturing environment for everyone's health and wellbeing.

At Goddard Park, we are committed to ensuring and promoting equality of education and opportunity for pupils, staff and the community regardless of sex, gender, disability, race, religion, age, pregnancy or maternity, or sexual orientation.

One of our core aims is to enable everyone to reach their full potential.

We aim to develop a culture of inclusion and diversity. At Goddard Park, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

We will endeavor to ensure that members of the school community are not treated less favourably in any practices, procedures or aspects of service delivery.

Following consultation with pupils, staff, governors, parents and other stakeholders, this equality scheme has been developed to meet our obligations under the following acts:

The Equality Act 2010

The Race Relations (Amendment) Act 2000

The Disability Discrimination Act 2005

This scheme demonstrates our commitment to promote race, gender and disability equality and extends to legislation protecting against discrimination on the grounds of age, sexual orientation and religion or belief.

The production of this equality scheme provides us with a framework for integrating equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty.

### **School's Strategic Priorities**

Goddard Park is committed to raising attainment to ensure that all pupils reach their full potential whatever their race, gender, ability or sexuality. Our work is focused around ensuring that pupils are safe, healthy, achieve their full potential, make a positive contribution to the school and wider community.

### **Development of the Single Equality Action Plan**

We have achieved our plan through

- Feedback from staff or input through staff meetings
- Input from Governing Body meetings
- Feedback from the annual parent/carer survey or input through parent/carer consultation meetings/open mornings
- Feedback from the school council, PSHCE lessons and whole school surveys on children's attitudes to self and school

- Issues raised in reviews of Individual Education Plans, Annual Reviews and Mentoring/Support Meetings

### **Review of progress and impact**

We make regular assessment of children's learning and use this information to track progress and attainment. As part of this process, we regularly monitor achievement and uptake by gender, ethnicity, special educational need and disability to ensure that all groups of children are making the best possible progress, and take appropriate action to address any gaps. We have a rolling programme for reviewing our school policies and their impact.

### **Publishing the Action Plan**

In order to meet our statutory requirements we will

- Raise awareness of the plan through staff meetings, assemblies, governing body meetings, parent/carer consultations/open mornings and school newsletters
- Publish the plan on our website
- Ensure hard copies are available on request

### **Our school objectives:**

- To raise staff awareness of Equalities through whole staff training, monitor recruitment processes and increase equal opportunities monitoring.
- Promote and celebrate cultures, festivals, charity days and positive role models throughout the school and children's centre.