

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

The Equality Act states that schools and other public bodies must;

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

In line with our duties under the Equality Act, we assess our existing practices in relation to equality and consider objectives to help us improve further.

These objectives at Falcons Primary School are:

Eliminate Unlawful discrimination, harassment and victimisation		
<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale/Monitoring</i>
Celebrate diversity, encourage respect and promote equality across the school community.	There is a whole-school culture in which pupils, staff and the school community work together to create an environment of inclusivity through effective SMSC and RE, Sikh studies provision, heritage education, our values of the month and further enrichment opportunities.	Pupil interviews Monitoring of PSHE provision (Jigsaw) Termly Headteacher reports to Governors. SEND report to Governors Feedback from parents. Governor visits Events during the year celebrate culturally diverse occasions, key festivals and memorable events taking place in the country.

Advance Equality of Opportunity Between People		
<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale/Monitoring</i>
Increase participation of disadvantaged pupils, SEND pupils in extra curriculum activities.	90% of all children taking part in extra curriculum activities events, festivals and competitions.	Pupil progress meetings Information shared with Governors through committee meetings and Termly Headteacher reports
Ensure focused intervention and strategies to raise outcomes for boys and address existing gender gaps	Gender differences within the school are diminished across key subjects i.e. Reading, Writing and Maths	See also SIP for detailed actions/progress Regular Subject assessments. Termly Headteacher reports to Governors See also SIP for detailed actions/progress
Increase attendance rates and reduce persistent absenteeism for disadvantaged pupils	Overall attendance for disadvantaged pupils improves so that it is in line with all pupils.	Pupil progress meetings Attendance data analysis Meetings with EWO Information shared with Governors through termly Headteacher reports

Foster Good Relations Between People		
<i>Objective</i>	<i>Success Criteria</i>	<i>Timescale/Monitoring</i>
Develop pupil understanding of acceptance and mutual respect for others, our community and our environment through the promotion of Inclusive values	Children are equipped to become future citizens who are caring, inclusive and respectful of themselves, others and the planet on which we live. Pupils can talk and give examples of values in action.	Yearly review of the curriculum to ensure that SMSC, Inclusive and British values are promoted.