



Ashton Keynes C of E Primary School

Equality Objectives

March 2021- March 2025 with annual reviews

	<p>OBJECTIVE</p> <p>To increase understanding of religious/faith diversity (including people who do not have a faith) and to develop an awareness of the history of religious intolerance in Britain and Europe and to learn to promote tolerance and understanding. We can explore this through our Global Advocacy within our Shine Curriculum.</p> <p>To address pupil mental health and wellbeing as part of our commitment to preventing mental health difficulties that may start in childhood but have a greater impact in adult life</p> <p><i>We will ensure that each member of staff accesses relevant and appropriate CPD in order to support our school in meeting the duties of the Equality Act 2010.</i></p>
<p>Specific</p>	<p>The Objectives will be delivered through the two golden thread areas which run through the heart of our ‘Shine Curriculum’. Through Global Advocacy, we will clearly target the development of knowledge and understanding in relation to religious/faith diversity Through ‘wellbeing’ golden thread we will look at pupil health and wellbeing and how we can further develop this. (Both will be key priorities on our School improvement plan 2021 2022 Key areas 1 and 2 to ensure priority.</p>

Measurable	Our staff will demonstrate increasing levels of awareness, knowledge and confidence in relation to the two objectives; will access relevant resources and CPD; and will contribute to raising levels of awareness in our school, and to developing appropriate strategies to challenge differential outcomes. Evidence of impact of both objectives will be seen through Global advocacy and wellbeing work, pupil and staff voice. They will be priorities on the school improvement plan so will be measured throughout the plan in line with the milestones set.
Attainable	<p>We will ensure that the members of staff can see the benefits of embedding equality in our school, as well as recognising the benefits for their own personal development.</p> <p>We will be supported by the local authority and Diocese through training and the provision of contacts and resource materials to make sure the Equality Objectives are achieved in our school, enabling us to identify the issues and champion the best educational outcomes for all our pupils. We will also use training and annual reviews from Challenge Partners to external review our work.</p>
Relevant	The Equality Act 2010 has clearly set the agenda for advancing equality of opportunity and fostering good relations. Our school endorses this vision, and seeks to develop its capacity across the board, to deliver the best educational outcomes for all children and young people in relation to religious/faith diversity and pupil mental health and wellbeing.
Time-Bound	<p>We will review these Objectives annually during the four-year period, and evaluate the effectiveness of this system of Advocacy. Relevant Equality Information will be published and Equality Analysis conducted on an annual basis, and will contribute to this review and evaluation process.</p> <p>The two Equality Objectives will be achieved at the end of the four year period at which time it will be reviewed and renewed.</p> <p>Additional Equality Objectives will be identified during the four-year period as appropriate.</p>