

Hales Valley Trust Equality Objectives 2021 – 2024

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

Objective 1

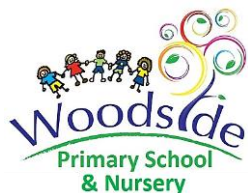
Undertake an analysis of recruitment data and trends with regard to race, gender and disability, reporting to the Board of Directors annually.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities to better meet their needs and ensure that any disadvantages they experience are addressed.

Objective 3

Ensure that all members of staff and governors involved in recruitment and selection have access to equal opportunities and non-discrimination training. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.



Equality Action Plan – Woodside Primary School and Nursery 2021 – 2024

Strand	Action	Success Criteria	By Whom	Responsibility for Monitoring	Cost/ Resources/ Time	Timescale
All Disability, Race and Gender	To monitor attainment and progress by race, gender, disability and act on any patterns which emerge.	Progress across groups will be similar. Progress across groups will be expected or better.	Class teachers	SLT and Inclusion Leader	Non-contact time to attend pupil progress meetings	Termly
All	To ensure that all children have the opportunity to participate in the wider life of the school	All school events have representation from all groups, with monitoring of groups where there is less take up.	Event leads – e.g. Sports Premium co-ordinator, after school club leaders.	Event leads – e.g. Sports Premium co-ordinator, after school club leaders, and report back to SLT.	Time to collate results	When events run.
Race/ Community Cohesion	To celebrate cultural events throughout the year, to increase pupil awareness of different communities, upholding British Values.	Curriculum content and assemblies are organised and planned to ensure that children have an increasing knowledge and tolerance of different communities, cultures and traditions.	All staff	R.E Coordinator , PSHE Coordinator, SLT, Geography Coordinator	Subject release time	Termly