



**Preston Grange Primary
School
Equality Objectives**

January 2023

Preston Grange Primary School is fully committed to eliminating unlawful and unfair discrimination and seeks to eliminate discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups

The protected characteristics

The Equality Act 2010 was introduced to ensure protection on the grounds of specific characteristics (referred to as **protected characteristics**). It is unlawful to discriminate against pupils, staff and the community or treat them less favourably because of their age, sex; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity; marital or civil partnership status.

Equality Objectives

The Equality Objectives reflect our school's priorities and draw upon available data (e.g. annual equality survey) and other evidence.

Our Equality Objectives are below:

1. Use performance data to monitor pupil achievement and respond to variations between groups of learners, subjects and key stages, trends over time.
2. Foster good relations between different groups through the inclusion of equality, diversity and inclusion within the curriculum, including assemblies and PHSE especially where there is a lack of diversity in the school community.
3. Due to a lack of diversity and diverse role models in the community we are aware we need to challenge stereotypes and discrimination and expose children to the diversity of modern Britain without which may deny opportunities to pupils.

4. Further develop pupil, staff and community wellbeing and positive mental health by working with the Mental Health Connect Team.
5. Promote equality, diversity and inclusion when recruiting to the school staff and the governing body.