

# The Federation of Eileen Wade and Milton Ernest CofE Primary School Equality Objective Statement

## Equality objectives statement action plan

We have considered the information collected and have identified (2) key objectives that our school will focus on this year. These objectives will help us to meet the three arms of the general duties required in the Equality Act 2010 to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Our equality objectives are:

- To promote cultural development and understanding through a rich range of experience, both in and beyond the school
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.

| Identified concern:  | The school has identified that the pupils lack experience of a wider divergent society   |
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| Objective:   | To promote cultural development and understanding through a rich range of experience, both in and beyond the school  |
| Which groups with protected characteristics will this benefit? | Disability<br>Race<br>Religion or belief<br>Sexual orientation<br>Gender reassignment  |
| Action:  | To achieve this objective, the school will: <ul style="list-style-type: none"><li>• Develop a programme of visits to include places of worship and larger towns and cities</li><li>• Develop a programme of visitors organised for assemblies to share different faiths and cultures</li><li>• Embed Jigsaw programme for PSHE</li></ul> |
| Responsibility:  | The headteacher, senior leader and RE subject leader will be responsible for developing this objective.  |
| Which general duties will it address?:                         | Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.   |
| Timescales:  | Ongoing. <ul style="list-style-type: none"><li>• Visits and visitors programme to be put in place by January 2026</li><li>• Termly visitors</li></ul>  |
| Success criteria:  | Pupils in the Federation will have a wider experience of a divergent society.  |

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|                | Children understand that they are part of a multi – Faith society and learn the values of other religions |
| <b>Review:</b> |   |

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| <b>Identified concern:</b>  | To ensure the school environment is accessible as possible to all pupils, staff and visitors   |
| <b>Objective:</b>   | To ensure the school environment is accessible as possible to al pupils, staff and visitors  |
| <b>Which groups with protected characteristics will this benefit?</b> | Disability<br>Gender   |
| <b>Action:</b>  | To achieve this objective, the school will: <ul style="list-style-type: none"> <li>• Keep accessibility plan up to date (see plan)</li> <li>• Regularly review provision and environment to meet needs</li> <li>• Put in place ramps for wheel chair users</li> <li>• To plan ahead especially for school events so that school is accessible</li> </ul> |
| <b>Responsibility:</b>  | The headteacher, SEND coordinator and Governors will be responsible for developing this objective and implementing the appropriate actions.  |
| <b>Which general duties will it address?:</b>                         | Advance equality of opportunity between people who share protected characteristics and those who do not.   |
| <b>Timescales:</b>  | Ongoing.   |
| <b>Success criteria:</b>  | For all pupils and visitors to access learning and environment   |
| <b>Review:</b>  |  |