



Goodrich Church of England Primary School

Equality Objectives

Headteacher: Mrs. Karen Miles

Chair of Governors: Mr. Neil Crofts

Policy creation date: September 2017

Policy review date: September 2021

Equality Objectives

- (a) To promote clear commitment to prevent and tackle HBT bullying via whole-school approach to reach students, parents and school staff by, for example, sending a letter home to parents/carers, within staff induction/inset days, statement on website and/or within anti-bullying policy.
- (b) To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups.
LGBT people are visible in multiple subjects across the curriculum.
- (c) Training is provided regularly for all staff/governors, and additional support is clearly signposted in order to support the changing needs of the children, staff and parents.

Learn Equality, Live Equal Programme- funded by
Department for Education and Government Equalities Office

Self-assessment

- Action Points 4, 6, 10 & 14 'Fully Met'
- Action Points 3, 7 & 8, 11 & 13 'Partially Met'
- Action Point 1, 2, 9, 12, 15 & 16 'Not yet met'
- Action Point 5 'Yes, and have had impact' from external organisations

Policy review

- Anti-bullying policy, review date September 2018. No reference to HBT, Equality Act 2010 or three components. Develop areas within policy specifically addressing HBT bullying. Define terminology. Include a detailed breakdown of steps taken when dealing with bullying in general but give more of an emphasis on HBT bullying incorporated within the Equality Act 2010
- Equality Act 2010 – 9 protected characteristics mentioned but no mention of HBT
- Child Protection/Safeguarding policy, review date September 2017. No mention of HBT/vulnerable students

Action Plan

- Review and amend policies; agree date for completion and for Head and Governing body to ratify (next meeting with Governors 3rd July). Named Governor to oversee Learn Equality, Live Equal programme. I am happy to meet with your Governors if it is requested
- Emphasis for date to be set for INSET day for staff. School to lead but C Phillips happy to participate
- Pupil engagement activities agreed; date set
- Agree 'keep in touch' date and visit for next face to face meeting
- Plan ahead for anti-bullying week, theme this year is 'All different, all equal'
- Twilight session with staff to be agreed
- Look at displays to promote positive role models and consider naming the display as 'people who have succeed through adversity' as opposed to labelling people by their sexuality
- Staff to access training on bullying provided online by the Anti-Bullying Alliance, which goes towards CPD and is free of charge