

EQUALITY OBJECTIVES: MARJORY KINNON SCHOOL 2024-25

Eliminate unlawful discrimination, harassment and victimisation			
Issues Identified	Objectives & Timescale	Example Activities	How to Measure Progress
To continue to promote a tolerant and inclusive school community where all feel safe and valued.	To ensure school values of kindness, tolerance and respect are embedded in the school and delivered through the Rights Respecting Schools curriculum and contribute to personal development.	Each term to focus on one key value to underpin lessons and assemblies: <ul style="list-style-type: none"> Autumn: Kindness Spring: Tolerance/perseverance Summer: Respect 	<ul style="list-style-type: none"> Social and emotional progress can be tracked through Thrive Online, class screening.
	To focus on early intervention with the Think Equal Programme.	<ul style="list-style-type: none"> Pupil assemblies and bespoke workshops. Parental filter guidance for parents and workshops. 	<ul style="list-style-type: none"> Reduction of incidents on CPOMS or cases of conflict between pupils. Classroom activities and targeted pupil voice work show improvements.
Foster good relations between people who have a shared characteristic and those who do not			
Issues Identified	Objectives & Timescale	Example Activities	How to Measure Progress
Raise awareness and understanding for staff and pupils of barriers for those who come from a range of ethnic minority, LGBTQ+, disability, religious or nationality groups, and the gifts which their characteristics bring to our school community.	To provide opportunities to celebrate the gender, sexuality, disabilities and culture and religions of all staff and pupils that make up a very diverse school.	Assembly schedule to include all major world religions and festivals especially as represented by the school pupils and staff: <ul style="list-style-type: none"> Eid, Diwali, Christmas, Chinese New Year, Holocaust Memorial. Black History Month (African Dance and Drum workshops and focus on Black Authors and Literature). Focus on achievements by well-known female icons and role models representing diverse sexualities such as the gay / transgender communities. 	<ul style="list-style-type: none"> Evidence in pupil work books and corridor displays of work.
	To ensure our reading and library books fully represent diversity in society including bilingual books.	<ul style="list-style-type: none"> To ensure the English & Library Lead has budget to purchase books. To audit areas where we are deficient and plug the gaps. 	<ul style="list-style-type: none"> TLR English to complete audit and order books.
Advance equality of opportunity between people who share a protected characteristic and those who do not			
Issues Identified	Objectives & Timescale	Example Activities	How to Measure Progress
All staff and pupils feel valued and represented.	To set up groups for the minority cohort of girls (24% of school population) to enable them to talk about any worries and concerns they have around sexual harassment and address self-harm issues.	<ul style="list-style-type: none"> Identify and prioritise vulnerable girls for Thrive interventions. Create groups to boost self-esteem - creative projects. Create Secondary girls nurture group 'The Den' with nurture teacher. Train staff on self-harm issues. Provide support for Yr6 girls transitioning to Yr7 (e.g. opportunities to integrate in Secondary during the Summer Term). 	<ul style="list-style-type: none"> Capture pupil / girls voice on how safe they feel. Increased participation on residential (as an opportunity to build resilience).
	To increase and support the participation of parents / carers of pupils / students from minority, marginalised or vulnerable backgrounds in school life.	<ul style="list-style-type: none"> FS&COW supporting the most vulnerable pupil premium pupils and sourcing support agencies for them. Home visit before pupils enter school. Targeted parent workshops around needs. Review website / electronic information / interpreters available for parents. 	<ul style="list-style-type: none"> Parental Engagement / FS&COW Termly Reports to Governors. Parent surveys.

EQUALITY OBJECTIVES OUTCOMES: MARJORY KINNON SCHOOL 2023-24

Eliminate unlawful discrimination, harassment and victimisation			
Issues Identified	Objective	Action	Impact
To continue to promote a tolerant and inclusive school community where all feel safe and valued.	To ensure disadvantaged pupils and families are prioritised.	<ul style="list-style-type: none"> Analysis of progress data in relation to pupil premium / FSM groups. Provide intensive interventions and reading recovery to pupils who have fallen behind. The Interventions Team and Pastoral Lead to work closely with parents and carers and outside agencies. The FS&COW works closely to support disadvantage families. 	<ul style="list-style-type: none"> Technology is provided to families that need it. FSM families receive vouchers for periods when school is closed. FSM families prioritised for wraparound care (e.g. HAF Summer School)
Foster good relations between people who have a shared characteristic and those who do not			
Issues Identified	Objective	Action	Impact
Raise awareness and understanding for staff and pupils of barriers for those who come from a range of ethnic minority, LGBTQ+, disability, religious or nationality groups, and the gifts which their characteristics bring to our school community.	To ensure the statutory changes to the RSE curriculum and policy are being taught and monitor and evaluate pupil outcomes.	<ul style="list-style-type: none"> RSE guidelines / LGBT content integrated into the curriculum for RSE. Training carried out by Mermaids related to transgender issues. Training carried out for all staff on delivering the curriculum effectively. To monitor delivery of the curriculum and pupil outcomes. Consultation took place to support parents to understand the curriculum content. 	<ul style="list-style-type: none"> No negative feedback from consultation. Evidence of awareness and celebration of diversity in pupil work books and corridor displays of work.
Advance equality of opportunity between people who share a protected characteristic and those who do not			
Issues Identified	Objective	Action	Impact
All staff and pupils feel valued and represented.	To develop pupil voice opportunities so that Governors are hearing all the pupil's views and opinions.	<ul style="list-style-type: none"> Pupil voice reports tabled at CFC Committee Meetings. Governors invited to attend School Council Meetings. Pupils represented on the Change Team led by the Well-being Award. 	<ul style="list-style-type: none"> Pupils feel heard. Positive ideas for change (linked to mental health and wellbeing) can be addressed immediately.
	Liaison and engagement with Careers Advisors and potential work experience placements will ensure equal opportunities for all students.	<ul style="list-style-type: none"> The school continues to build on community outreach, making links with a variety of providers to meet all pupils needs. It is ensured that work experience is appropriate to all abilities and learning opportunities are appropriate to pathways. 	<ul style="list-style-type: none"> Successful Careers Fair. Increased engagement with potential employers.