



Equality Objectives

We have three clear aims, which are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

At Parklands Community Primary School, equality of opportunity applies to all members of the school community – pupils, staff, governors, parents and community members.

Equality Objectives – 2021/2024

- To ensure that all staff and governors are aware of current legislation relating to equality and diversity and that all governors and staff understand the school's responsibility in this area.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
- To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially pupils with special educational needs.
- To close gaps in attainment and achievement between students and all groups of pupils; especially boys and girls, pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and students from different heritage groups.
- To further improve accessibility across the school for pupils, staff and visitors with disabilities, including access to specialist teaching areas.
- To endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community.
- To reduce the incidence of the use of homophobic, sexist and racist language by pupils in the school.