



## **Equality Objectives**

### **Unity Schools Partnership**

- To promote spiritual, moral, social and cultural development through all aspects of life at our schools, both inside and outside the classroom. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To move beyond and develop a culture of growth mindsets, avoiding labelling of learners based purely on notion of fixed levels of ability.
- To model teaching and learning behaviours that avoid labelling.
- To narrow the gap between boys' and girls' and disadvantaged pupils and other pupils.
- To promote cultural development and understanding through a rich range of experiences, both in and beyond the school through our curriculum.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010 with particular focus on homophobic bullying and prejudice.
- To tackle prejudice and promote understanding in relation to people with disabilities.



### **Meeting the Public Sector Equality Duty**

#### **Tollgate Primary School**

- Tollgate Primary School's vision, mission and values set out a clear ethos which promotes equal respect for everyone and rejects any form of discrimination against students and staff.
- Tollgate Primary School's policies all reflect our commitment to equality. Reference should be made to the Behaviour & Anti-Bullying, SEND and the accessibility plan.
- Tollgate's curriculum reflects our commitment to equality.
- We strive to close gaps in attainment and achievement across and between groups of children, including those eligible for pupil premium, those with SEND, looked after children or pupils from minority ethnic groups. Progress in this area is monitored by the Senior Leadership Team and the Governing Body.
- Through the school's ethos, PSHE including RSE curriculum, assemblies and the day-to-day treatment of individuals, we strive to meet our public equality duty.
- During recruitment processes, we ensure we comply with all equality legislation in employment.

Signed: \_\_\_\_\_ (Chair of Governors)

Updated: March 2021