



## EQUALITY OBJECTIVES 2024 - 2028

### 1.0 Overview

The Single Equality Act, which came into place on October 1st, 2010, brought together the duties set out in our Race, Disability and Gender policies into one single Public Sector Equality Duty. The Single Equality Act combines the existing three duties into one new Public Sector Equality Duty that covers all nine of the protected characteristics:

- Age
- Disability
- Gender
- Gender-identity
- Race
- Pregnancy
- Maternity
- Religion or belief
- Sexual orientation

At Newport Primary School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally. The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Newport Primary School is committed to:

- Ensuring all pupils are given opportunities to meet their full potential in a safe, nurturing environment
- Closing the gap in attainment for all children
- Engagement with local communities
- Policies and practices that promote equality and address inequalities

The Leadership Team and Governors at Newport Primary School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act.

## 2.0 Objectives

Objective	Action
<p><b>To promote and develop inclusive educational practices</b></p> <p><i>Newport Primary School will focus on further integrating inclusive teaching strategies across all year groups. This includes providing tailored support for students with Special Educational Needs and Disabilities (SEND), ensuring that all students can access and benefit from the curriculum equally.</i></p>	<ul style="list-style-type: none"> <li>• Staff CPD - Ensure regular professional development sessions focused on inclusive teaching practices, differentiation strategies, and classroom management techniques tailored for diverse learners. Collaborative Planning - Encourage teachers to work together to design lessons that cater to various learning needs and styles. This could include peer observations and feedback sessions to share best practices.</li> <li>• Resource Allocation - Ensure that adequate resources (e.g., adaptive technology, learning aids) are available for students with SEND. Regularly review and update these resources to meet evolving needs.</li> <li>• Individualised Support Plans - continue to develop support plans for students with SEND. Regularly review these plans with input from teachers, parents, and specialists to ensure they are effective.</li> </ul>
<p><b>Enhance Cultural Competency and Diversity Awareness</b></p> <p><i>To celebrate the diverse backgrounds of its student body, Newport Primary will ensure regular events, workshops, and curriculum enhancements that highlight and respect different cultures and traditions. By promoting understanding and respect for diversity, the school can continue create a welcoming and inclusive atmosphere for all students, staff and visitors.</i></p>	<ul style="list-style-type: none"> <li>• Diverse Curriculum - integrate diverse perspectives into the curriculum by including literature, history, and case studies which are representative of the school and local community</li> <li>• Cultural Celebrations - Host events and activities that celebrate different cultures and traditions. Encourage students and families to share their cultural heritage through presentations, food fairs, and sharing of personal experiences.</li> <li>• Workshops and Training - Provide cultural competency training for staff to enhance their understanding and ability to teach a diverse student body. Include topics such as implicit bias,</li> </ul>

	<p>multicultural education, and inclusive language.</p> <ul style="list-style-type: none"> <li>• Promote self-responsibility, respect and tolerance for others as part of pupils' spiritual, moral, social and cultural development.</li> <li>• Ensure that pupils' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in the wider community.</li> </ul>
<p><b>Address Socio-Economic Barriers to Education</b></p> <p><i>Given its location in Middlesbrough, an area with varying socio-economic challenges, Newport Primary will continue to develop and establish initiatives aimed at reducing barriers to education for students from low-income families. Ensuring that financial hardship does not impede a child's educational experience is crucial for achieving equality.</i></p>	<ul style="list-style-type: none"> <li>• Financial Assistance Initiatives - Establish initiatives to assist families in need with costs associated with school supplies, uniforms, and extracurricular activities. Partner with local businesses/organisations and charities to support these initiatives.</li> <li>• Breakfast and After-School Clubs - Provide free breakfast for all pupils and low-cost after-school clubs to ensure all students have access to nutritious meals and additional learning support. Provide free access to after school provision in some cases.</li> <li>• Homework Support - Offer in-school opportunities to complete homework, with access to resources and staff assistance. This can help students who may not have a conducive learning environment at home.</li> <li>• Parent/carer sessions &amp; activities - Provide sessions/information for parents on topics such as accessing community resources, and supporting their children's education. These workshops can empower parents to better support their children's educational journey.</li> </ul>
<p><b>Strengthen Family and Community Engagement</b></p> <p><i>Building strong connections with parents and the local community is essential for supporting student success. Additionally, increasing opportunities for community involvement in school activities can foster a</i></p>	<ul style="list-style-type: none"> <li>• Regular Communication - Maintain open lines of communication with parents through regular newsletters, parent/carer-teacher meetings, and an accessible school website. Use multiple channels (e.g., emails, text messages, social media) to reach all families.</li> </ul>

*sense of belonging and shared responsibility for student outcomes.*

- Parent sessions - Create opportunities for parents to get involved in school activities, such as participating in school committees, and attending school events.
- Community Partnerships – As part of the Co-operative trust, build partnerships with local organisations, businesses, and community groups to support school initiatives and provide additional resources for student.
- Feedback Mechanisms - Establish regular feedback mechanisms (e.g., surveys, focus groups) to gather input from a full range of parents/carers and the community. Use this feedback to inform school policies and practices.