



## **Our Equality Objectives 2019-2022**

For further information or if you need this document in large print, audio, Braille, alternative format or a different language please contact: [Office@mulbartonprimary.norfolk.sch.uk](mailto:Office@mulbartonprimary.norfolk.sch.uk)

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## Introduction

1. Mulbarton Primary School has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our equality objectives for 2019-2022.
2. The objectives seek to put key building blocks in place, to promote equality and accessibility across our school community. We have identified these objectives based on a range of evidence about the key issues for our school. Every four years, we review this evidence, and update our objectives accordingly. For more information about this evidence see below.
3. A theme running through our objectives is to maintain dialogue with pupils, families, staff and governors, to ensure we remain aware of any emerging issues and can address these effectively.
4. As well as setting out our objectives, this document summarises the legal context for equality and the issues informing our objectives.

## The legal context

5. Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:
  - Eliminate discrimination, harassment and victimisation and other prohibited conduct;
  - Advance equality of opportunity for people with protected characteristics<sup>i</sup>;
  - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
6. The Act also requires schools to:
  - Publish equality objectives that are proportionate, specific and measurable
  - Report annually on progress
  - Publish a school accessibility plan.

## Norfolk's diverse population & our school community

7. Norfolk is the fifth largest shire county in England, with 885,000 residents. Norfolk's diverse communities are interwoven into the county's history, spanning hundreds of years. For more information see [Norfolk Insight](#).

### The diverse population of our school

8. Our school community has its own unique make up:
  - EAL: 4.09%
  - Ethnic minority (not White British): 4.77%
  - Disadvantaged: 10%
  - SEND: 10%
  - Male: 55%
  - Female: 45%

## Issues that our objectives take into account

9. Our equality objectives address the following issues:
- Like many areas of the country, Norfolk saw an increase in racial tension and hate incidents following the EU referendum. This has stabilised to a 'new normal'. This 'new normal' is a concern, which is why we have continued to prioritise work to build a school culture that respects and values difference in our community.
  - There is an imperative to ensure that access for disabled children and children with special educational needs is integrated into day-to-day practice at the school. This is a major issue because Norfolk has a higher number of disabled people than other parts of the country and increasing numbers of disabled young people.
  - Accessibility is sometimes challenging because there is a perception that increased accessibility means increased costs. However, we strongly believe that forward planning can create many opportunities to embed good accessibility across our school community, to make good accessibility 'the norm'.

## Our equality objectives for Mulbarton Primary School

10. Our five objectives are:
1. To ensure all areas of our school site are fully accessible for all members of our school community.
  2. To ensure that all members of the Mulbarton Primary School community are respected and valued, irrespective of 'difference'.
  3. To ensure that all children can fully participate in all aspects of our curriculum, including trips and residential visits.
  4. To ensure that all children are given the option to attend extra-curricular activities.
  5. To ensure that appropriate teaching resources are fully utilised in order to reduce or eliminate incidences of homophobia/racism/sexism.
11. Our action plan on the next page sets out more information.

## Monitoring & governance arrangements

12. Our Governing Body is responsible for monitoring delivery of our objectives annually.
13. The date of the next formal review of these objectives is March 2022.

## Further information

14. For further information please contact the school office:  
office@mulbartonprimary.norfolk.sch.uk

## Our Equality Objectives for 2019-2022.

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
<b>To ensure all areas of our school site are fully accessible for all members of the Mulbarton Primary School community and visitors.</b>	Regular site inspections by site manager, governor and head teacher. Any repairs that are needed to be reported immediately.	Daily site inspections from site manager. Termly inspections with governor responsible for premises.	All members of the MPS community and visitors can access all areas of the school site freely.	Mark Body site manager Bev Theobald Head Teacher Chas Hall Governor
<b>To ensure that all members of the Mulbarton School community are valued and respected, irrespective of 'difference'</b>	All children take part in mixed-age, weekly circle time sessions. PATHS pupil of the day to take place in all classes. PATHS lessons to be taught at least weekly. Assemblies SRE programme to be taught annually to all year groups. All adults to model school ethos and values.	Throughout the year.	Children feel happy, resilient and loved, showing respect for each other and their community – as per School ethos.  Reduction of incidences logged on Pupil Asset. Monitored by SLT	Class teachers and other adults eg: TAs/ MSAs  Bev Theobald Head Teacher  SLT
<b>To ensure that all children can fully participate in all aspects of our curriculum including trips and residential visits.</b>	1:1 adult support where appropriate and making all reasonable adjustments for disabled pupils. Liaise closely with external agencies to support children eg: with sensory needs.	Throughout the year.	All children have the opportunity to fully access the curriculum and take part in trips and residential visits.	Class teachers Head Teacher

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	<p>Where children are withdrawn from lessons owing to religious beliefs or other cultural beliefs, teachers to ensure they have an alternative, engaging curriculum.</p> <p>Parents/other staff members to accompany children on trips and residential visits. Full risk assessments carried out before any trip or residential as per EVOLVE.</p>			
<p><b>To ensure that all children are given the option to attend extra-curricular activities.</b></p>	<p>To ensure that a range of extra-curricular, sporting activities are offered to all pupils via Sports Partnership and Dance Showcase.</p>	<p>Throughout the year. Autumn term - PE leads and PE coaches to decide which activities to take part in.</p>	<p>An increased % of children take part in a greater range of activities and competitions offered to the children. (2017-18 : 80% of school engaged in extra-curricular activity)</p>	<p>Emily Cobb PE lead Julie Bidder Monitoring and collecting data. Lindsay Amis PE coach Olena Sutcliffe PE coach</p>

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
<p><b>To ensure that appropriate teaching resources are fully utilised in order to reduce or eliminate incidences of homophobia/racism/sexism</b></p>	<p>All teachers to teach the PATHS programme. RSE to take place using newly published curriculum. To actively take part in Anti-bullying week and other similar initiatives. GRT ambassador to ensure GRT families are given the same opportunities as others. Nurture provision Life Coach provision</p>		<p>Reduced amount of incidents reported to Head teacher. (2017-18 = 5 incidents of racism reported to Head Teacher. No incidents of sexism or homophobia)</p>	<p>Class teachers Head Teacher GRT ambassador – LA</p> <p>LK and JG Nurture leads Paddy Venner. Life Coach</p>

<sup>i</sup> The characteristics protected under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation