



Our Equality Objectives 2024-2028

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

Contents

		Page
1.	Introduction	3
2.	The legal context	3
3.	Norfolk's diverse population & our school community	3
4.	Issues that our objectives take into account	
5.	Our objectives	
6.	Monitoring & governance	
7.	Further Information	

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 2024-2027.
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 characteristicsⁱ;
 - 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 914,040 (2020) 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 (January 2024):
 - EAL: 7.8%
 - Ethnic minority (not White British): 15.2%
 - Disadvantaged: 12.5%
 - SEND: 9.8%

- Male: 51.9%
- Female: 48%

Issues that our objectives take into account

9. Our equality objectives address the following issues:
- There is an imperative to ensure that access for children with disabilities 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 children are given a rich variety of 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 February 2025.

Further information

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

Our Equality Objectives for 2024-2027.

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure all areas of our school site are fully accessible for all members of the Mulbarton Primary School community and visitors.	Regular site inspections by site manager, governor and head teacher. Any repairs that are needed to be reported immediately. Refer to Accessibility Plan for details.	Daily site inspections from site manager. Fortnightly meeting with site manager and Headteacher. Termly inspections with governor responsible for premises.	All members of the MPS community and visitors can access all areas of the school site freely.	Mr M Body site manager Mrs N Hall Headteacher Mr D Hall Governor with responsibility for Site.
To ensure that all members of the Mulbarton School community are valued and respected, irrespective of 'difference.'	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. RSE programme to be taught annually to all year groups. All adults to model school ethos and values. Diversity and Representation as part of ongoing school development plan.	Throughout the year.	Children feel happy, resilient and loved, showing respect for each other and their community – as per School ethos. Reduction of discriminatory incidences logged on CPOMS. Monitored by SLT.	Class teachers and other adults eg: TAs/ MSAs Mrs N Hall Headteacher SLT

<p>To ensure that all children can fully participate in all aspects of our curriculum, including trips and residential visits.</p>	<p>1:1 adult support where appropriate and making all reasonable adjustments for pupils with disabilities. Liaise closely with external agencies to support children eg: with sensory needs. 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>Throughout the year.</p>	<p>All children have the opportunity to fully access the curriculum and take part in trips and residential visits.</p>	<p>Class teachers Mrs N Hall Headteacher</p>
---	---	-----------------------------	--	--

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure that children are given the option to attend extra-curricular activities.	To ensure that a range of extra-curricular activities, including eg: sporting, performance, craft, are offered to all pupils.	Throughout the year. Autumn term - PE lead and PE coach to decide which activities to take part in. All teachers to lead an extra-curricular club for at least one period during the school year.	An increased percentage of children take part in a greater range of activities and competitions offered to the children.	Mrs N Hall Headteacher Mr M Lawrence, PE lead Mrs J Bidder, coach Teachers
Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure that appropriate teaching resources are fully utilised in order to reduce or eliminate incidences of homophobia/racism/sexism.	All teachers to teach the PATHS programme. RSE to take place using published Norfolk curriculum. (Alternative curriculum in place for eg: GRT families) GRT ambassador to ensure GRT families are given the same opportunities as others. To actively take part in Anti-Bullying week and other similar initiatives. To continue to embed the Bystander programme (Safer Streets, Norfolk Constabulary). Nurture provision. Life Coach provision.	Throughout the year.	Reduced number of incidents reported to Headteacher.	Class teachers Mrs N Hall Headteacher Miss B Secker GRT Ambassador Mrs D Fiddeman, Nurture lead Paddy Venner, Life Coach

