Haverigg Primary School - Equality Objectives Action Plan 2025 – 2029



ELIMINATE UNLAWFUL DISCRIMINATION, HARASSMENT, OR VICTIMISATION (EUDHV); EQUALITY OF OPPORTUNITY (EO); FOSTERING GOOD RELATIONS (FGR).

Public Sector Equality Duties (PSED)	Protected Characteristic/ Equality Group	Aim	Objective	Target Group(s):	Action	Who is responsible?	Dates from and to:	Indicator of Achievement
ALL **EUDHV** **EO** **FGR**	race, disability, sexual orientation, age Gender Identity Religion, marital status, pregnancy	To increase pupil understanding of protected characteristics and difference.	Children will know and understand each of the protected characteristics at an appropriate level	All	Assemblies to look at each characteristic MHM+ lessons addressing the RHE curriculum At a day-to day level – behaviour is monitored to ensure children's understanding of difference is applied.	All staff MHM lead	January 2026 - ongoing	Children are able to talk about protected characteristics and show an understanding of
ALL **EUDHV** **EO** **FGR**	race, disability, sexual orientation, age Gender Identity Religion	Improve displays and other images in school to promote diversity	For pupils to have positive visual images throughout their education which show and promote diversity	All staff, pupils and visitors	Ensure displays in classrooms/corridors promote diversity in terms of race, sex and ethnicity. Ensure the curriculum promotes role models & heroes young people can identify with, which reflect school's diversity of equality groups.	All staff	January 2026 – ongoing	More diversity reflected in displays across all year groups. Increase in pupils' participation, confidence and achievement levels
ALL **EUDHV** **EO** **FGR**	race, disability, sexual orientation, age Gender Identity Religion, marital status and pregnancy	Ensure SLT & Governors are clear about their responsibilities in the recruitment and selection of staff	Recruitment procedures ensure equality for candidates and that the recruiting panel will select the best person for the role. Staff reporting improved sense of inclusion	Applicants and all school staff including volunteers	Undertake EqIA on Policies/ Procedures on recruitment & staffing and ensure alignment with LA/national guidance Improve data collection and monitoring of equality information relating to staff	SLT and Governors on Staffing Sub-Committee	January 2026 to July 2026	Feedback from candidates on the process indicates fairness. School staff reflect diversity

ALL **EUDHV** **EO** **FGR**	race, disability, sexual orientation, age Gender Identity Religion, marital status and pregnancy	All staff receive CPD on the school's arrangements to promote equality in the context of their job role (e.g. mid-day supervisory – positive ethos and preventing/managing incidents. Teachers – curriculum and teaching and learning strategies)	Enable staff to identify the specific actions and behaviours needed to promote equality in the context of their role and school to assess the impact as part of the overall review of policies, procedures & practices in school	Whole school	Identify either in-school or external training providers who will assist with different or alternative strategies. Identify any gaps using gap analysis tools	SLT	September 2025 - on-going	Evaluations of CPD indicate an increase in staff confidence and competence. Teaching observations include strategies to promote equality and narrow the gap outcomes
EUDHV	Disability/All	To increase social and emotional skills for pupils/students with behavioural, emotional and social difficulties (BESD)	Improved ability by pupils/students to handle difficult situations and a reduction in classroom disruption	Pupils / students with BESD	Train staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills Introduce nurture groups for the most vulnerable Support individuals with weekly ELSA sessions	SENDCO ELSAs All staff	January 2026 - ongoing	Improved classroom behaviour. Reduced challenging behaviour and reduction in need to physically restrain
EUDHV	Race, religion, disability,	Promote good relations between people from different backgrounds and faiths	Improve understanding of Cumbria and the diversity within it. Increased positive attitudes towards disabled people Children will build a deeper awareness, understanding and tolerance of different beliefs.	All children	links with another school contextually different (links to Geography.) Make use of disability images pack Invite in representatives from disability, equality, faith groups to meet with children Faith Visitors Visitors of different ethnicity Multifaith week Equality and diversity week	SLT RE lead	January 2026 to January 2027	Disability Images resources pack received and training for staff and other adults undertaken Contact with an inner city school made
Date Action Agreed:		September 2026			**Date Agreed for Review:**	September 2027		