

# Newbottle & Charlton School- Public Sector Equality Duty Objectives for 2024-2027


## Context:

The children who attend our school are generally from a mono-cultural backgrounds and we want to prepare our students for the wider world through developing a deeper understanding of the diverse world we live in. Children’s cultural awareness has been identified as an area to develop further.

As a Church of England school our community consists of people from the Anglican faith, other Christian Denominations and other religions and those with no religion.

We support children with a wide range of special educational needs and disabilities; the number of children on roll with an EHCP is above the national average.

## Following the school’s Public Sector Equality Duty, Newbottle and Charlton School will:

Objective	Actions/ plans	Review July 2025	Review July 2026	Review July 2027
<p>To raise equality awareness with students and staff, ensuring understanding, tolerance and respect towards individuals who identify with any of the protected characteristics.</p> 	<p>Promote role models/ inspirational figures that young people positively identify with, who reflect and broaden the school’s diversity in terms of race, gender and other protected characteristics.</p> <p>Further work looking at our curriculum to ensure key texts, toys, topics and lessons include people/ characters from a wider range of backgrounds and races- review and update subject long/medium term plans</p> <p>Challenge and record any stereotypes/ prejudice/ behaviours against PC if and when they arise, with educational consequences planned for</p> <p>Global driver to be a focus within the school’s curriculum- opportunities/ objectives to be planned across all subjects where possible (see long term maps)</p> <p>Continue to develop PSHE Curriculum to ensure children are taught about key topics</p> <p>Continue to embed the use of Picture News as a tool for exposing children to news/topics around the world- which makes links to British Values, Protected Characteristics and UN Rights of the Child.</p>			

<p>As an Anglican and Christian community, we will work to increase spiritual, moral, social and cultural development through all aspects of life at our school</p>	<p>School vision promotes spirituality which is woven into the key concepts of our curriculum, alongside our main Global driver to support children to understand and reflect upon themselves and their place in the wider world</p> <p>Continue to promote and teach children about our school Christian values and key rules- focus on a value per term in Collective Worship with time to reflect on this and record their thoughts regularly</p> <p>Continue to embed British Values within Collective Worship and Picture News</p> <p>Review/update RE long term plans to ensure coverage of Christian units and other religions across the school – including regular trips to different places of worship</p> <p>Continue to develop how children debate and discuss differing opinions respectfully using voice 21 project</p>			
<p>To ensure the curriculum and enrichment activities are accessible to all pupils, including those with disabilities and special educational needs, to eliminate discrimination and ensure the best possible educational outcomes</p>	<p>Continue to develop high quality teaching and learning practice based on EEF 'Five a day' principles to support all learners</p> <p>Continue to work with external professionals and agencies to ensure effective identification and provision is implemented (following EHCPs where necessary)</p> <p>Address any barriers to pupils' engagement in school events, clubs, visits through the planning and risk assessment processes</p> <p>See accessibility plan and actions</p>			

The Equality Act 2010 places an equality duty on all public bodies and requires them to publish equality objectives every 4 years.