

Fir Tree Junior School

Equality Objectives 2023-2027



The Local Governing Body of Fir Tree Junior School has agreed the following Equality Objectives and will monitor and review these annually. Each objective aims for the equality of opportunity and covers the protected characteristics of: Race; Disability; Gender; Age; Religion or Belief and Sexual Orientation

Equality Objective	Success Criteria	Actions	Aims of the duty	Protected characteristics
Continue embedding 'quality first' teaching to meet the needs of all children	Improved quality of teaching in all classes and increased progress of children at risk of underachievement	• Appropriate professional learning in place for teaching and support staff colleagues • Termly monitoring of teaching and learning	• Advance equality of opportunity	✓ Race ✓ Disability ✓ Gender ✓ Religion or belief ✓ Sexual orientation ✓ Age
To provide appropriate support for pupils to access education through SEND framework as required	For SEND objectives to be fully met in order that all children have access to education	• Work with external agencies to identify and meet the needs of children	• Eliminate unlawful discrimination • Advance equality of opportunity	✓ Disability
Continue to provide equal opportunities for all colleagues in terms of professional learning	Training needs identified through the appraisal process are met	• The appraisal process is tailored to the school's context • Development needs are identified and met	• Advance equality of opportunity • Foster good relations	✓ Race ✓ Disability ✓ Gender ✓ Religion or belief ✓ Sexual orientation ✓ Age
To provide, monitor and review equal opportunities for when	Equality duty is fully embedded in the recruitment process	• Ensure appropriate arrangements are in place when	• Advance equality of opportunity	✓ Race ✓ Disability ✓ Gender

recruiting new colleagues		conducting interviews • Continue following legislation which sets out requirements around equality of opportunity	• Eliminate unlawful discrimination	✓ Religion or belief ✓ Sexual orientation ✓ Age
Effectively monitor matters related to equality in order to evaluate provision and development needs within the school	Effective systems are in place meaning that equality issues are identified and addressed quickly	• Equality objectives and rationale are clear across the school • Staff are appropriately trained to understand equality matters and their role in promoting equality across the school • Development needs are noted and actioned accordingly	• Eliminate unlawful discrimination • Advance equality of opportunity	✓ Race ✓ Disability ✓ Gender ✓ Religion or belief ✓ Sexual orientation ✓ Age