



Equality Act 2010

Our equality objectives

March 2022

Formally adopted by the Governing Board of:-	Magdalen Gates Primary School
Approved by:-	Suenaina Sharma & Nonnie Williams & Sean O'Neill
Chair of Governors:-	Suenaina Sharma & Nonnie Williams
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Introduction

1. Magdalen Gates 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 five equality objectives for 2022-2026
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 characteristics¹;
 - 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:
 - 30% of our pupils speak English as an additional language; over 30 different languages are spoken by children in our school.
 - Members of our school community have self-identified as Christian, Roman Catholic, Muslim, Hindu and no religious affiliation. The biggest group is no religious affiliation.
 - 17% of our pupils are recorded as having a special educational need.

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 2022-2026

10. Our Equality objectives are the result of stakeholder work with staff, governors, families and pupils. Our five objectives are to ensure that:
1. Each child at Magdalen Gates Primary School is always provided the support they need to enable fair access to the learning in class.
 2. Magdalen Gates Primary School will recognise and celebrate the diversity of our community.
 3. All the children at Magdalen Gates Primary School will see their lives reflected and celebrated in the school curriculum.
 4. Children at Magdalen Gates Primary School are taught about the need to respect differences between people (such as gender identity, race, religion, sexual orientation).
 5. Our school site is accessible to all members of our school community and visitors.
11. Our action plan on the next page sets out more information.

Monitoring & governance arrangements

12. Our Governing Body is responsible for monitoring the delivery of our objectives on a quarterly termly basis.
13. The date of the next formal review of these objectives is March 2026.

Further information

14. For further information please contact Will Turnpenny (Assistant Head Inclusion) - ahtinclusion@magdalengates.co.uk.

Our Equality Objectives for March 2022-March 2026

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
1. To ensure that each child at Magdalen Gates Primary School is always provided the support they need to enable fair access to the learning in class.	Class teachers and senior leadership team to monitor the composition of each class, keeping a broad overview of specific whole cohort risk factors, and adjust the curriculum accordingly.	Annually in the autumn term; reviewed regularly throughout the year, especially if the composition of a cohort changes significantly.	Minutes from "My class" staff meeting in September; staff are able to speak knowledgably about the profile of their classes.	Class teachers, SENCO, SLT, governors.
	For senior leaders to meet termly with class teachers to discuss the progress of each class, planning carefully for those who are not making expected progress.	Termly.	Pupil progress meetings reflect ongoing process.	Class teachers, SENCO, SLT, governors.
	Class teachers, working in collaboration with children, families and the school SENCO and senior leadership team to monitor the progress and needs of every child and, where necessary to co-create, deliver and monitor a SEND plan for anyone who needs anything additional to	Termly.	SEND plans are reviewed termly with class teachers and family. The SENCO will quality assure these at intervals throughout the year.	Class teachers, SENCO, SLT, children, families, governors.

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	<p>or different from the majority of their class, and where necessary to refer to outside agencies for support.</p>			
<p>2. To ensure that Magdalen Gates Primary School will recognise and celebrate the diversity of our community.</p>	<p>SLT and class teachers to understand the composition of the school community, including any changes which take place from year to year.</p> <p>The school environment to include positive displays which reflect and celebrate key differences (e.g. diversity of languages, family communities, religions, educational needs).</p>	<p>Annually and as necessary.</p> <p>Ongoing.</p>	<p>SLT and class teachers will be able to speak knowledgeably about the current composition of our school community.</p> <p>Audits of the school environment reflect this focus.</p>	<p>Class teachers and SLT, governors.</p> <p>Class teachers, SLT, governors.</p>
<p>3. To ensure that all the children at Magdalen Gates Primary School will see their lives reflected and celebrated in the school curriculum.</p>	<p>Curriculum materials are selected to reflect our diverse community. Special care is taken over texts used in class, and teacher's selection of imagery for lesson presentations (for example, teachers</p>	<p>At least annually.</p>	<p>Class teachers can give examples about how they have adjusted curriculum materials to suit their current cohorts and the broader school.</p>	<p>Class teachers</p>

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	<p>should take care to ensure that photographs used to illustrate vocabulary reflect a range of people and families).</p> <p>The children of the school will have a voice through School Parliament as well as other pupil voice activities.</p>	At least half termly	School parliament minutes and other pupil voice activities will be available to view; children's views will be taken into account on key decisions.	School Parliament lead; SENCO, SLT, governors.
4. To ensure that children at Magdalen Gates Primary School are taught about the need to respect differences between people (such as gender identity, race, religion, sexual orientation).	<p>Our Personal Development curriculum should give age-appropriate activities to explore and understand the British value of tolerance which is enshrined in law.</p> <p>School assemblies should reflect this, both through individual assemblies as well as through reflecting carefully selected national and international days, weeks or months (e.g. International Women's</p>	Annual. Annually and adjusted termly as necessary).	Evidence from PD monitoring. Assembly timetabling and monitoring.	Class teachers, PD lead, SLT, governors. SLT, governors.

Objective	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
	<p>Day; Black History Month; Refugee week.</p> <p>To continue our work as a School of Sanctuary, and in 2023 to successfully reapply for that status.</p> <p>School should carefully log any prejudice related incidents and the resolution for each one, considering work that might need to take place with individuals, families, and the whole school community.</p>	<p>Annually, with reaward applied for in 2023 and 2026.</p> <p>Reported termly.</p>	<p>School of Sanctuary status continues and work is monitored (including participating in Norfolk Welcomes and Refugee Week).</p> <p>Prejudice related incident logs on CPOMS.</p>	<p>AHT Inclusion, class teachers, SLT, governors.</p> <p>SLT, governors.</p>
<p>5. To ensure that our school site is accessible to all members of our school community and visitors.</p>	<p>This is reflected in our Accessibility Policy</p>			

ⁱ The characteristics protected under the Act are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

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- race
 - religion or belief
 - sex and
 - sexual orientation