



Littlecoates Primary Academy
Equality Objectives 2023-2026

Our Equality Objectives have been developed in line with the Equality Act 2010 and Wellspring Academy Trust's Equality Statement, Policy and Objectives. These objectives are part of our commitment to promoting equality and providing an inclusive school.

	Objective	How	Who	When	Progress
1	To implement anti-racism strategies into our school curriculum and community to prevent racism.	Staff to receive relevant training and advice on what anti-racism looks like in a classroom setting and how we can challenge damaging stereotypes or messages through appropriate education. This will be delivered through our school's golden thread and PSHE. We will support members of our community who are experiencing racism by ensuring our children are equipped with the language to challenge any messages from external sources. We will also involve members of other communities in deciding significant learning from other cultures.	SLT/ W Moxon/ Class Teachers	On-going	7.10 WM and BF attended anti-racism training delivered by The Black Nursery Manager
2	To challenge the classism our school faces and the way children and families are described from our school community.	Our school is often described as "deprived" and children "disadvantaged" which is very widely generalised. We recognise this kind of language is damaging for all and it is upsetting to hear, particularly as staff members who live in the local community. We will therefore monitor the language we use as staff members and ensure we are able to describe children and families positively. We will ensure children are offered the	SLT, LGB, Class Teachers	Ongoing	

		same enrichment opportunities as schools in more “advantaged” areas to challenge the idea of being a “deprived” school.			
3	To educate and reduce inequalities to ensure children have a firm understanding about acceptance. We will ensure children are connected to their cultural, family or personal histories and have opportunities to learn and share about themselves or others. We will also ensure children feel understood and valued for their differences.	Reduce gender inequalities within our school to ensure all genders have equal opportunities in an attempt to address the gender gap, gender engagement and damaging stereotypes. Ensure we are not creating a gender divide by having resources, books or activities “for girls/boys”. To ensure basic concepts of consent are taught throughout school in preparation for older years. Educate children about neurodiversity to ensure children within the main school and the Launchpad are understood and included. To ensure celebratory and historical months are celebrated as well as significant world festivals.	SLT EDI Lead All Staff	Ongoing	