

Equality Act Policy- action plan

Lynnfield Primary School is committed to upholding all elements of the Equality Act October 2010.

We have adopted a Policy and through our action plan continually review and seek to improve our provision in this regard.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Lynnfield Primary School is committed to:

- Dealing with and eliminating prejudiced based incidents
- Closing the gap in attainment for all children
- Engagement with local communities
- Policies and practices that promote equality and address inequities.

Lynnfield Primary School Equality Objectives April 2020

Equality Objective	Detail of activities and timeline	Key Responsibilities	Success Criteria
Dealing with and eliminating prejudiced/ racist based incidents	1.Reiterate expectations to all children 2.Ensure prejudice is taught in every year group	All staff and Governors	Governor's raising achievement committee will have minuted no prejudicial incidents in school
Closing the gap in attainment	1. intervention groups provide support to accelerate progress 3. progress monitored and reassessed half termly	All staff	Identified pupils will make enhanced progress Termly assessment tracking data will demonstrate improvement against national averages
Engagement with local communities	1.Halal meat introduced in school to allow Muslim children to stay for dinner 2. Dialogue with senior members of the Salaam Centre over any policies which impact on the Asian community	Headteacher Kitchen staff Chair of governors	More Asian families feel accepted into the school community
Policies and practices that promote equality and address inequities.	All policies will be reviewed during 2015 with an Equality Act statement of intent	Teachers and Governors responsible for enforcement of policy	All school policies and procedures will have regard to and reflect the Equality Act 2010.