Equalities Objectives and Action Plan
Carleton Rode & Forncett St. Peter C.E.V.A Primary Federation
September 2024 – September 2028

Carleton Rode & Forncett St Peter Primary Federation is proud to be a fully inclusive federation where everyone is welcome and encouraged to be the best they can be. We are committed to promoting equality and diversity for all our pupils, parents and staff. We make sure that we consider equality and the possible implications for all pupils and especially those with protected characteristics.
We expect all members of our community and everyone who enters our school to behave in a way which respects the protected characteristics of the Equality Act 2010.



Article 29: Your right to be the best you can be

At Carleton Rode & Forncett St Peter Primary Federation, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith, religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity

Target	
Equality Objective 1	To train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination
Why we have chosen this objective	To build on our current processes and procedures to ensure that all staff involved in the recruitment process have received the most up-to-date training available to raise awareness of the principles of the Equalities Act.
Actions	Currently, at least one person on each interview panel is trained in safer recruitment. Our aim is to have more than one on the panel trained to ensure clarity and rigour.
Equality Objective 2	To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics
Why we have chosen this objective	To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.
Actions	To ensure the continued promotion of our Equality Values, please see our action plan (Appendix 1) to conduct special occasion Collective Worship and class discussion time based on the following topics below throughout the year for all of our learners.
Equality Objective 3	To ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and other protected characteristics.
Why we have chosen this objective	To ensure that pupils have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow. To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.
Actions	Display examples of successful people prominently on notice boards throughout the School. Ensure that teachers are using a wide variety of examples of role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability. Assemblies promoting the rights respecting values and equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the School.

Appendix 1

Collective Worship / Class discussion
Black History Month
Dyslexia Awareness
Remembrance Day
Lesbian Gay Bisexual Transgender (LGBT) Awareness (As appropriate for Primary)
Anti-Bullying – Combating all forms of bullying and encouraging respect for all
Excellent Care- International Day of Persons with Disabilities
Human Rights Day – Raising Awareness that every human is valuable.
Holocaust Memorial Day – Remembering the Jewish community
Mental Health Support
Easter (Christian holiday) – Celebrating the Christian faith
World Autism Day – Raising Awareness of Autism
Ramadan and Eid – Celebrating the Muslin faith
Pride Week – Celebrating the Lesbian, Gay, Bisexual and Transgender Community