



## Gig Mill Primary Equality Objectives 2025 – 2029

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

### **Objective 1: Community Engagement & Accessible Communication**

*To increase engagement from under-represented families (e.g., EAL, SEND, disadvantaged).*

**Why we have chosen this objective:** Our commitment to fostering good relations relies on strong partnerships with all families. Some groups face barriers that reduce their involvement, which can limit children's access to support, enrichment and shared decision-making. Increasing engagement ensures all families feel valued, informed and connected to the life of the school.

#### **To achieve this objective, we plan to:**

- Ensure key communications are accessible (plain English, translations available on request, dyslexia-friendly formats, ALT text for online materials).
- Provide a variety of engagement opportunities including parents' evenings, workshops, SEND and EAL coffee mornings, and informal drop-ins.
- Track attendance and engagement patterns by group and use this intelligence to target support or adapt communication approaches.
- Gather parental feedback termly to identify barriers and refine our approach.
- Evidence improved attendance at school events, parent workshops and coffee mornings, and increased parental feedback.

## **Objective 2: Equity of Access to Clubs, Trips & Wider Opportunities**

*To reduce inequalities in participation across extracurricular clubs, competitions, enrichment activities and school trips by monitoring attendance and removing barriers for pupils who are disadvantaged, vulnerable or represent protected groups.*

**Why we have chosen this objective:** Increasing equitable participation advances equality of opportunity and strengthens pupils' confidence, social development and sense of belonging. All pupils to have access to extracurricular opportunities and ensuring pupils are not selected or limited based on attainment or circumstances.

### **To achieve this objective, we plan to:**

- Track participation termly across key groups to identify under-representation.
- Provide targeted encouragement and support, including bursaries, priority booking or additional adult support where needed.
- Conduct annual pupil interest audits to ensure a broad offer that reflects diverse needs and preferences.
- Monitor and review barriers (e.g., financial, cultural, SEND-related, logistical) and adapt provision accordingly.

## **Objective 3**

*To promote cultural development and understanding through a rich range of experiences both in and beyond the school*

- **Why we have chosen this objective:** We want children to build strong relationships and appreciate their roles and responsibilities as part of local, national and global communities. We want children to have opportunity to engage in cultural activities including those in sports, music and the arts. We want children to enjoy and celebrate a wide range of cultures.
- **To achieve this objective, we plan to:**
- Have planned opportunities across the curriculum that become the children's entitlement as they journey through our school.
- Integrate meaningful cultural themes across assemblies and the curriculum, actively gather and respond to pupil and parent voice, and share impact and successes with our Trust to strengthen visibility, inclusion, and positive outcomes.

## **Objective 4**

*To increase the level of pupil voice by extending our school council to include a fair representation of all pupils in school, to foster good relationships in the school between those who have protected characteristics and those who do not.*

- **Why we have chosen this objective:** To ensure all of our groups are fairly represented across school and form part of pupil voice.
- **To achieve this objective, we plan to:**
- Encourage pupils from all groups to apply for pupil leadership posts and support them in writing their applications.
- As staff we will monitor this representation each time we recruit to pupil groups.

