



LOCKWOOD PRIMARY SCHOOL

'A happy place to learn'

EQUALITY & DIVERSITY OBJECTIVES 2025 to 2027

We welcome our duties under the Equality Act 2010. Under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

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

As part of our public sector equality duty, we formulate, review and share our school's Equality Policy and Objectives. The objectives detailed below will be reviewed annually. If required, further objectives will be added to those shown within the timescale this document covers.

Equality Objective 1

Aspect of the Equality Duty	Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Equality Act		
Objective	Implement a range of measures to improve accessibility for people with specific impairments to improve access in and around school for disabled staff, parents and visitors		
Reasoning	There are some, small improvements that could be made to our school to improve the ease of access for disabled people.		
Active ingredients	To increase the number of disabled parking spaces in the school car park through improved marking and signage. To improve access between the main corridor and the Nursery classroom by installing a new keyfob or push button lock. To install seating on the playground for parents waiting to collect children and for staff with mobility issues whilst outside.		
Success Criteria	All identified improvements complete and effective by the end of the 2025-2026 academic year. Other areas for improvement identified. Surveys of parents and staff show positive reaction to improved facilities.		
Member of staff responsible	Headteacher & Caretaker	Timescale	By July 2026
		Resource implications	£300 (routine maintenance budget)

Equality Objective 2

Aspect of the Equality Duty	Foster good relations between people who share a protected characteristic and people who do not share it <ul style="list-style-type: none"> • tackling prejudice • promoting understanding between people from different groups 				
Objective	Ensure that the pupils in school experience even and positive representation of people from all groups covered under the protected characteristics.				
Reasoning	Significant national and local level evidence shows that there are widely believed negative stereotypes of some groups of people, including Travellers, people moving to Britain for work or asylum, some faith groups (particularly Muslims), disabled people and people who are lesbian, gay, bisexual or transgender. The school is overwhelmingly a white/British ethnicity.				
Active ingredients	<ul style="list-style-type: none"> • Review the current exposure of pupils to members of groups covered under the protected characteristics through the curriculum, texts and stories, visits and visitors to the school, news and current affairs. • Identify and implement opportunities to enhance the visibility of under represented groups in school through: <ul style="list-style-type: none"> ○ Modifications to the curriculum ○ Resources available for 'self-directed' activities including reading for pleasure ○ The celebration of people with protected characteristics through displays, assemblies and special events 				
Success Criteria	<ul style="list-style-type: none"> • Through pupil voice, the pupil's knowledge of people from groups who share a protected characteristic will be positive, accurate and empathetic. • When reviewed, there will be an even representation of people from groups who share a protected characteristic throughout the school, visible in displays, curriculum coverage. • There will be a reduction in the number of behaviour incidents that include a negative reference to people from groups who share a protected characteristic. 				
Member of staff responsible	Headteacher	Timescale	2 years (to match curriculum cycle)	Resource implications	None