



The Dingle Primary School

Equality Objectives 2026-2028

Objective 1

The Dingle will give due regard to equality, diversity and inclusion within its teaching and the school's curriculum.

1.1 When monitoring teaching the school will consider the inclusion and any discrimination of any protected groups.

1.2 Where meaningful we will comment on outcomes for children and learners with relevant protected characteristics.

1.3 When planning and designing our curriculum and the pupils' work we will take opportunities to promote the diversity within society including all protected groups, for example disabled sportsmen and women or different human relationships and sexual orientation.

Actions:

- Challenge any teaching or pupil views and perceptions that question equality.
- Provide training to teachers on equality, diversity and inclusion.
- Design our curriculum to include teaching the full diversity of society.
- Ensure that we consider those with protected characteristics when planning tasks and opportunities for pupils.

Success criterion

Head Teacher reports non-compliance with the Equality Act 2010, when encountered, to the Governing Body.

Objective 2

Governors, School Leaders and Staff will promote equal opportunities for the entire workforce, including workers directly contracted by the school, tackling bullying and discrimination whenever it occurs.

2.1 When recruiting Governors will consider the diversity of its workforce when appointing the best person for the job. It will look at its own structure and confirm that the Governing Board promotes this ethos in its members and future recruitment.

2.1 Governors and the Leadership Team will tackle unfair treatment and inappropriate behaviour to reduce the proportion of its staff, particularly those with protected characteristics, experiencing discrimination, bullying and harassment.

Actions:

- Continue to limit the impact of unconscious bias in our recruitment practices e.g. through the use of blind sifting for all internal and external administrative and professional recruitment.

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- Continue to advertise all teaching posts externally.

- Continue to increase awareness of equalities, diversity and inclusion through communications and training.
- Ensure that all new employees undertake equality training and are made aware of the school's Equality Policy and objectives.

Success criteria

Governing Body to test whether all staff feel valued and respected and no one feels that they or anyone else have been discriminated against or harassed, e.g. through a staff questionnaire.