HIGH ONGAR PRIMARY SCHOOL

EQUALITY OBJECTIVES 2026-2029

At High Ongar Primary School, and across Bridge Academy Trust, we believe that every pupil has the right to receive an education which is free from discrimination, harassment, or victimization and provides equal opportunities to all.

We are committed to providing every one of our pupils with equal opportunity to thrive in a setting free from discrimination in all its forms. We strive to be a school where adults and children, whatever their race, religion, gender, orientation, disability, or social circumstances, will find respect, safety and enjoyment for themselves and their family.

Our policies should ensure that every member of our community is respected, welcomed, and valued.

We act to:

- Ensure that all pupils are **kind**, are **respectful** and are **resilient**.
- Ensure that all pupils can **Enjoy**, **Enrich**, **Achieve** and **Aspire**.
- Ensure that parents and pupils can make choices free from prejudice and stereotyping.
- Oppose any form of discrimination.
- Promote respect between cultures and religions, valuing every pupil's background and experiences.

Objectives:	Strategies/Actions:	Target Groups (s)	Responsible Staff	Monitoring	Evidence of Compliance Milestones/Progress
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;	Implement robust delivery of British Values through PSHE, PSED (EYFS), Votes for Schools and wider curriculum to promote mutual respect and tolerance for those with different faiths or beliefs.	All Pupils Reception to Y6	All Teaching Staff Curriculum Lead EYFS Lead	Termly curriculum overview	Robust procedures for tracking discriminatory incidents and proactive measures to eliminate discrimination Annual EYFS Curriculum Planning documentation short, mid and long-term Development of Community Assembly programme Implementation of Anti-Racism Strategy and all staff training from "Show Racism the Red Card" Sept 2026
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	To improve pupils' wellbeing and academic success for EAL and vulnerable pupils	All Pupils Reception to Y6	All Teaching Staff SLT	Termly tracking	Planned whole school assemblies celebrating diversity. National spotlight awareness days: Anti-bullying, Children's mental health day, National Women's Day, Black History month, National college training for all staff. Panathlon & SEND Sports events attended by mixed pupil groups. Promote and support participation of reluctant, disadvantaged, SEMH and pupils with protected characteristics in extra-curricular and inter-school opportunities (sports, projects, school-representation, council, etc.) Monitor and track engagement in offer. Sports Social Skills groups to support children with identified SEMH needs.
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Promote positive relationships between peers, between pupils and adults and between staff and parents through the consistent application of school wide strategies (e.g., Zoes of Regulation, restorative conversation, Change for life, etc.)	All school stakeholders	SLT	Parental Feedback, Pupil Voice and Staff Forum	Implementation of Anti-Racism Strategy and all staff training from "Show Racism the Red Card" July 2025 Reviewed behaviour policy (home/school agreement, Behaviour Support, etc.) Sept 2026 Tiered approach to Pastoral intervention Stakeholder surveys X2 pa (1 completed Sept 26)