

Newbottle & Charlton School- Public Sector Equality Duty Objectives for 2020-2023



Following the school's Public Sector Equality Duty, Newbottle and Charlton School will:

Objectives	Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective: (July 2021)	Progress we are making towards this objective: (July 2022)
<p>1.</p> <p><i>Work to ensure that children further their understanding of cultural differences and similarities and understand their place within those, using for instance the link with Ghana.</i></p>	<p>The children who attend our school are generally from a mono-cultural backgrounds and we want to prepare our students for the wider world through developing a deeper understanding of the diverse cultural world we live in</p>	<p>Evaluate our curriculum and current practice ensuring that a range of cultures are introduced to children and ensure they have a good understanding of the differing cultural backgrounds in our society so that they can be well-rounded active citizens who respect all people no matter their background.</p>	<p><i>Updated our curriculum to develop a child's understanding of the wide variety of cultures in our country and around the world and recognise similarities but also accept and celebrate the differences</i></p>	<p><i>Further development within the curriculum has demonstrated children are understanding about different cultures but more focus is needed on next year following- Development of the global driver based on Oxfam global citizenship. Re-looking at link with Ghana due to member of the school community visiting again in 2023.</i></p>
<p>2</p> <p><i>As an Anglican and Christian community, we will work to ensure that children also understand and show respect towards:</i></p> <ul style="list-style-type: none"> <i>• People from other Christian denominations</i> <i>• People from other religions</i> <i>• People with no religion</i> 	<p>As a Church of England school our community consists of people from the Anglican faith, other Christian Denominations and other religions and those with no religion. We want to ensure children within our setting have a good understanding and respect all people whether they have a faith or not</p>	<p>Develop and embed children understanding of respect through our key Christian value of dignity. Through all our discussion within RE a range of faiths will be studied and respect with be demonstrated and</p>	<p><i>Through our RE, PSHE lessons, collective worship and other classroom discussions, children are being taught to respect people's differing beliefs and debate and discuss opinions in a way that demonstrates our school's values whatever their faith.</i></p>	<p><i>Continued to be embeded this year but further work is needed to continue to develop how children debate and discuss differing opinions using voice 21 project</i></p>

3.	<p><i>We will work to ensure people from all backgrounds and races are promoted, diversity celebrated and a culture of anti-racism is evident in our school.</i></p>	<p><i>From evaluating our curriculum and environment we feel that further focus is needed for children in learning about the diversity in and outside the UK and celebrating and accepting all different protected characteristics; ensuring that there is a culture of anti-racism in school.</i></p>	<ul style="list-style-type: none"> • <i>Develop our school and curriculum vision to be diversity driven and ensure the curriculum we provide is inclusive for all.</i> • <i>Evaluate schools anti-racist practice and identify next steps.</i> • <i>Research, implement and embed good practice found from different professional sources.</i> 	<p><i>Our curriculum drivers have diversity as a key thread that is being threaded through all areas/subjects taught.</i></p> <p><i>Key research and guidance is being started to be implemented and this will continue next academic year with regularly evaluation of practice in school.</i></p>	<p><i>Further work continued with this looking at ensuring the lessons, topics include characters and people from a wider range of background and races. Further work to continue to ensure this is evident across all areas of the curriculum</i></p>
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Objectives agreed by the Governors' Ethos committee via full governors meeting on Monday 13th July 2020
Reviewed and agreed to continue with the same objectives for the 2021-22 academic year due to lockdown by the Governors' Ethos committee via full governors meeting on Monday 12th July 2021
Governors decided to continue these objectives for a third and final year due to further changes being made within the curriculum- Monday 13th July 2022