

Oak Lodge Primary School - Equality Objectives 2024-25

Equality Objective	Actions	Who will be involved	Timescale	Success Criteria
To reduce the incidence of the use of discriminatory language	Ongoing staff training on discrimination and equality. Children to have regular assemblies on discrimination and protective characteristics. Themes shared with parents	EDI lead SLT RE lead re assemblies	On going Updated on termly assembly plans. Summer Term	Incidence of discriminatory language decrease
To ensure consistent recording, reporting and action by staff following discriminatory behaviour/language	On going staff training. Reporting to Governing Body Assemblies based on differences and how these are positive. PSHE lessons which challenge discrimination and unconscious bias	EDI lead SLT	On going	Recording is accurate and discrimination is challenged.
To further enhance the understanding that staff have of EDI and how they support pupils with protected characteristics	Engage with key stakeholders, including governors, school leaders, staff members, students, parents, and local community representatives to ensure there is a joint commitment to the framework Continue to collect and analyse data on key performance	EDI lead Member of the Trust LGBTQ+ group SLT	Autumn Mosaic EDI committee feedback to EDI and the school community regularly Termly staff meetings Spring and Summer EDI lead to feedback to Governors Ongoing EDI meetings	The EDI anti-discrimination framework is fully adopted and implemented. Stakeholders demonstrate increased awareness and understanding of EDI issues, evidenced by participation in training sessions, surveys, and discussions.

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	indicators, such as incidents of discrimination, staff diversity and student outcomes			
Ensure every child feels a sense of belonging	<p>Curriculum is reviewed to ensure it reflects our school community.</p> <p>Texts are selected to reflect the school community.</p> <p>Cultural Week enables all children to celebrate their uniqueness.</p>	Subject Leaders EDI lead	<p>Ongoing after each unit is taught to ensure it is up to date for the next academic year. Ongoing</p> <p>Summer Term</p>	