

Stakeford Primary School Equalities Objectives 2026-2027

Equalities Area	Actions	Responsibilities	Expected Impact
Gender/Gender Identity	<p>Objective: To challenge gender stereotypes and ensure there are no gender gaps in achievement.</p> <ol style="list-style-type: none"> 1. Continually audit new resources to ensure that: <ol style="list-style-type: none"> a. they do not reinforce gender stereotypes; b. they challenge gender stereotypes; c. they represent the 'modern' family. 2. Staff work in Key Stage teams to look at areas of the school/classroom to ensure where possible, provision is non-gender specific. 3. Continue to create engaging learning opportunities that promote achievement for boys and girls. 4. To continue to monitor any gender gaps in achievement and put actions in place where these occur. 	<p>Lead: Headteacher</p> <p>Action Group: Teachers/TAs/Support staff</p> <p>Monitoring: Governor (incl focused visit in Spring term)</p>	<p>Library/Classroom books with sufficient text to support both genders.</p> <p>Books used within English lessons to appeal to both boys and girls.</p> <p>School ethos and curriculum promotes respect for differences within the school community.</p>
Sexual Orientation	<p>Objectives: To challenge the use of words relating to sexuality as an insult.</p> <p>To recognise the diverse family structures of children within school.</p> <ul style="list-style-type: none"> • To agree a common approach, to be used by all staff, to managing situations when homophobic language is used to insult. • Ensure that Sex and Relationship Education recognises diverse family structures and allows time for children to explore those different to their own. • Ensure all staff respond with confidence, to questions raised by children in reference to sexuality and family structures. 	<p>Lead: Headteacher</p> <p>Action Group: Teachers/TAs/Support staff</p> <p>Monitoring: Governor (incl focused visit in Spring term)</p>	<p>There should be no incidents to report of children using words relating to sexuality as insults.</p> <p>Pupils and staff should recognise that families are made from a range of gender and sexual orientations and promote all structures as equal.</p>
Ethnicity	<p>Objective: To challenge negative perceptions regarding race and religion.</p> <ol style="list-style-type: none"> 1. The RE co-ordinator will continue ensure the RE curriculum addresses all faiths following the Northumberland SACRE document. 2. To increase exposure of pupils to other cultures by arranging visits/visitors from other faiths/cultures. 3. To agree a common approach for all staff to manage situations/challenge negative attitudes, language use in relation to ethnicity or faith. 4. To ensure that all adult role models are reflective of a range of cultures. 	<p>Lead: Headteacher</p> <p>Action Group: Teachers/TAs/Support staff</p> <p>Monitoring: Governor (incl focused visit in Summer term)</p>	<p>Curriculum map revisited to ensure a good coverage of all religions from the Northumberland SACRE document.</p> <p>Resources around the school reflect race and equality awareness.</p>
Disability	<p>Objective: To continue to develop provision for SEND pupils</p> <ol style="list-style-type: none"> 1. To continue to regularly review provision for our disabled pupils with the LA and Parents to ensure: <ol style="list-style-type: none"> a. Appropriate adaptations are made to the building; b. Appropriate adaptations are made to the curriculum/provision; c. School continues to work closely with external agencies to meet individual needs, including medical needs. 2. To break down barriers to perceptions of disability. 	<p>Lead: SENDCo</p> <p>Action Group: Teachers/TAs/Support staff</p> <p>Monitoring: Governor (incl focused visit in Summer term)/SEND report</p>	<p>Children with SEND to making progress in all areas. Building adapted if necessary.</p> <p>Staff trained to be able to support children with identified needs in the best way possible.</p>