# Windy Nook Primary School – Equality Objectives (2024–2025)

This document outlines Windy Nook Primary School’s Equality Objectives for 2024–2025, in accordance with the Equality Act 2010 and the Amendment Regulations 2023. These objectives aim to promote fairness, eliminate discrimination, and foster an inclusive school environment.

## Updated Equality Objectives (2024–2025)

* Ensure compliance with the Equality Act 2010 (Amendment Regulations 2023) by reviewing policies and practices related to:  
   - Recruitment and employment  
   - Maternity and breastfeeding rights  
   - Indirect discrimination and equal pay
* Embed equality impact assessments into all major school decisions, including curriculum changes, school trips, and resource allocation.
* Strengthen data monitoring to identify and address attainment gaps among:  
   - Pupils with SEND  
   - Ethnic minority groups  
   - LGBT+ pupils  
   - Pupils from low-income families
* Promote inclusive curriculum content that reflects diverse family structures, cultures, and identities, using resources like the No Outsiders and Jigsaw programmes.
* Enhance staff training on updated equality legislation, unconscious bias, and inclusive teaching practices.
* Ensure accessibility and inclusion in all school communications, events, and digital platforms for parents and carers with disabilities or language barriers.