



EQUALITY ACT

Target Information 2016-2020

Target in response to the Equality Act

In the academic year 2016-17, in response to the Equality Act, Wilbraham Primary School set itself the target of ensuring that homophobia is tackled within the school's values effectively by:

- Ensuring that every child feels welcome and thrives.
- Allowing children to learn how to value difference between individuals.
- Empowering staff to celebrate difference more generally. It is essential that teachers celebrate difference and different families with pupils, which includes same-sex parents.
- Raising self-awareness that homophobia might be an issue within school.
- Recognising that homophobic bullying can affect anyone, not just those who are or will grow up to be LGBT.
- Investigating training for staff in how to deal with homophobia.
- Training teachers to enable them to help fix issues.
- Equipping teachers to deal sensitively and effectively with homophobic language.
- Ensuring that all staff know that discrimination will not be tolerated from any staff or parents/carers within your school by instigating a school-wide non-tolerance policy of homophobic bullying.
- Adopting a whole-school approach which will provide staff with formal guidance on how to deal with homophobia in school.
- Gaining a clear overview of the current state of homophobic behaviour and its impact on pupil achievement and school performance.

The school will look specifically at inequalities under the protected characteristics of Sexual Orientation, Gender, Marriage and Civil Partnership.

This Equality target will be set for the next four years to put strategies into place to give staff and children the tools and confidence to tackle homophobic behaviour.