Granard Primary School
Equality Objectives
2022 - 2026

1. To eliminate the use of inappropriate language around the protected characteristics		
Background	**Actions**	**By Whom**
Occasionally, some members of our school community refer to things in a derogatory way by describing them as, for example, 'gay' or using gender stereotypes such as 'strong boys', 'man up' and 'girly'. We aim to eliminate this type of language through educating the school community and addressing incidents of this nature.	▪ Through training, ensure all staff are made aware of how language of this nature is in appropriate ▪ Through assemblies and PSHE lessons, educate the children as to why this language is inappropriate. ▪ Staff to address any incidents of this nature immediately with children – through explaining why this language is inappropriate and what they could have said instead.	AW/CG All staff

2. To consider how communication with parents whose first language is not English can be made more effective		
Background	**Actions**	**By Whom**
Due to their lack of English, some parents find it hard to understand what is being said to them during general conversations with staff, workshops and parents' evenings.	▪ Identify which parents may have difficulty understanding spoken English. ▪ In one to one meetings, which may be 'ad hoc' consider using Google translate to support communication. ▪ In planned one to one meetings with parents, use a member of staff, child, older sibling or other relative to support translation. ▪ Where possible, run workshops with children so that the children support their parents' understanding. ▪ Inform parents at workshops etc. about the translation options on the school website.	SLT

3. To ensure that the composition of our Governing Board more closely reflects our diverse school population		
Background	**Actions**	**By Whom**
Our Governing Board does not reflect the diverse population of the school. We would like to recruit at least one associate/parent/co-opted governor from a different ethnic or religious background who understands our school community.	▪ Ask staff to suggest names of parents who meet these criteria who may be suitable for this position. ▪ Meet with suggested parents/potential governors to discuss the role. ▪ Appoint a governor who fulfils the criteria.	SLT Governors GB/HT GB