



Talavera Junior School
Equality Society Policy and Action Plan

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Mission



Every Learner Counts

At Talavera Junior School, we want every child to feel like they belong. As the Equality Society, we have come up with these words to show how we want Talavera to feel:

Helpful	Safe
Secure	Happy
Peaceful	Belonging
Celebration	Included
Human	Global
Positive	

We do not think that bullying is okay. We know that adults will look after us but want to make sure that other children know that we will support them too.

Talavera Junior School's motto is Every Learning Minute Counts; the Equality Society's motto is Every Learner Counts.

Aim



Every year, we will choose the protected characteristic that we want to support. In the year 2023-2024, we have voted to work on gender.

We will also look at the United Nations Conventions on the

Rights of the Child and make sure that we talk to children about these. In the year 2023-2024, we have voted to talk about the first right: everyone under 18 has rights.



Action Plan

Each year, we will make an action plan which will show what we would like to achieve each year.

	Focus	How we will achieve it
Autumn 1	Setting up Equality Society	<ul style="list-style-type: none"> Teachers discuss Equality Society with classes Children put themselves forwards Missions and aims agreed
Autumn 2	Sharing information about the society and our focus for the year	<ul style="list-style-type: none"> Equality Society will observe the playground to see if the Buddy Benches are being used Make posters to put up around school to show that the society has started Agree on content for posters (worry monsters and information sharing)
Spring 1	Sharing information about how our focus of gender impacts children at Talavera Junior School	<ul style="list-style-type: none"> Organise an assembly on sexism to be led by Equality Society
Spring 2	Ensuring the playground is a safe space, free from sexism	<ul style="list-style-type: none"> Challenge boy/ girl ratio on football Discuss and decide on positive discrimination Teachers outside on the playground to observe sexism
Summer 1	Celebrating the differences and similarities between genders across the whole school	<ul style="list-style-type: none"> Do Equality Day as part of British Values Day Choose a visiting speaker to discuss sexism Link up with the Mental Health Champions
Summer 2	Reflecting on our work over the year and if we have made a difference	<ul style="list-style-type: none"> Discuss our impact across the school Look at incidents of sexism in the school and work out what we can do differently