



Paulerspury C.E Primary School

Equality Information and Objectives

Date written:	<i>November 2018</i>
To be reviewed:	<i>Every Two Years</i>
Agreed by Governors	<i>May 2023</i>
Next review:	<i>May 2025</i>

Our policies are written with our School Values in mind. These are:

Care Courage Creativity Forgiveness
Honesty Hope Perseverance Respect
Responsibility Thankfulness Trust

Historic Parent choice Staff/Governor choice Pupil choice

Contents

1. Aims.....	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity	3
6. Fostering good relations.....	3
7. Equality considerations in decision-making.....	3
8. Equality objectives	4
9. Monitoring arrangements	5
10. Links with other policies	5

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils

- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during staff meetings.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities)

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: To ensure that all pupils have equal opportunity to take part in sporting competitions throughout the school year.

Why we have chosen this objective:

- to increase the number of children actively participating in Level 1, intra-school competitions, allowing as many children as possible to be active

To achieve this objective we plan to:

- widen the range of sports available and include inclusive sports such as New Age Kurling and Boccia, to allow more children to actively take part
- increase the number of level 1 competitions to six per class per year, allowing children more chances to take part
- raise the profile of level 1 competitions by introducing a whole school house based sporting competition, giving the children something to compete for

Progress we are making towards this objective:

- additional Kurling set purchased
- new Boccia sets purchased
- scores for first round of competitions recorded and communicated to parents

Objective 2: To monitor the academic performance of any identified groups to ensure that they are achieving in line with their peers

Why we have chosen this objective:

- to ensure that any vulnerable groups are identified and that their progress is in line with expectations

To achieve this objective we plan to:

- monitor school data to identify any vulnerable groups
- ensure that termly tracking activities include analysis of progress for any identified groups
- if children in any groups are not performing then ensure that suitable interventions are put in place to address any shortfall

Progress we are making towards this objective:

- school data analysed – no additional vulnerable groups identified beyond those already included in monitoring

Objective 3: To widen the children's learning experiences to include more material from other cultures, religions and geographical areas

Why we have chosen this objective:

- we recognise that our school community is not very diverse and that we need to prepare children for life in 21st century Britain

To achieve this objective we plan to:

- allow teachers more freedom to plan the afternoon curriculum and include a wider range of cultural influences than previously
- widen the range of texts studied in English to include stories from around the world and from different cultures
- ensure that our RE curriculum includes a range of different religions, giving the children the chance to learn about their thoughts, ideas, customs, ways of worship and how these can impact on their understanding of the world

Progress we are making towards this objective:

- changes to the afternoon curriculum have begun to be made, more discussions and planning time planned for staff meetings and training days

- a new whole school literature spine has been produced and will be monitored to ensure it includes texts from a range of cultures and geographical areas
- our RE curriculum is regularly reviewed to ensure that it includes the major world religions. Understanding Christianity resources are being used and soon Understanding Islam and other religions will be available for use in school

9. Monitoring arrangements

The headteacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by governing board at least every 4 years.

This document will be approved by governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment