Equality information and objectives policy

Whitefield Primary School

HEALTHY HEARTS, HEALTHY BODIES, HEALTHY MINDS

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1. Aims

Whitefield Primary aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our vision.



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.
- Ensure that the published equality information is updated at least every year and that the objectives are and updated at least every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understandingof the equality objectives among staff and pupils.

We will collect data related to the protected characteristics and analyse this data to determine our focus for our equality objectives. This will include:

- Admissions
- Attendance
- Attainment & progress
- Exclusion
- Prejudice related incidents

4. Eliminating discrimination

Whitefield Primary 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 meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

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 that are connected to a particular characteristic they have (e.g. pupils who are victims of bullying based on their disability, race or sexual orientation)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. providing prayer spaces at the prescribed times of their religion or allowing children access to alternative toilets owing to their expression of gender)
- Encouraging people who have a particular characteristic to participate fully in any activities.

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups.
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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, citizenship and personal, social, health and economic (PSHE) education but also activities in other curriculum areas. For example, as part of teaching and learning in reading and writing, pupils will be introduced to literature from a range of cultures and diverse authors
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies and organising school visits and activities based around the local community

7. Equality considerations in decision-making

Whitefield Primary ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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 improve the quality and impact of support for all vulnerable pupils through targeted interventions, regular progress reviews and staff training, resulting in improved attendance, engagement and academic progress.

Objective 2

To ensure that bullying and prejudice related incidents are carefully monitored and dealt with effectively. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice- related bullying on CPOMs.

Objective 3

To regularly adapt the curriculum to ensure it is reflective of the individuals in our school and is reflective of the world around us by providing diverse opportunities both within the classroom and in additional learning opportunities.

Objective 4

To take reasonable and necessary steps to meet pupils' and staff's needs by using a variety of approaches and planning reasonable adjustments in relation to the area of need identified.

9. Monitoring arrangements

The governing body will update the equality statement we publish, at least every year.

This policy will be reviewed by the headteacher at least every 4 years.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND policy
- Uniform policy
- Behaviour policy