**St Peter’s VA Primary School**

**Equality information and objectives**



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| **Approved by: Michael Conley Headteacher** | **Date:** 18th April 2020 |
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# 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

# Legislation and guidance

This document meets the requirements under the following legislation:

* + [The Equality Act 2010,](http://www.legislation.gov.uk/ukpga/2010/15/contents) which introduced the public sector equality duty and protects people from discrimination
	+ [The Equality Act 2010 (Specific Duties) Regulations 2011,](http://www.legislation.gov.uk/uksi/2011/2260/contents/made) 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](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf) [schools.](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

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# 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 equality link governor is Harry Nixon. He will:

* Meet with the designated member of staff for equality twice a year and other relevant staff members, to discuss any issues and how these are being addressed
* Ensure they are familiar with all relevant legislation and the contents of this document
* Attend appropriate equality and diversity training
* Report back to the full governing board regarding any issues 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.

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

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training as part of the school inset programme. The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

# 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 societies)

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

* + Monitor attainment data each academic year showing how pupils with different characteristics are performing
	+ Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
	+ Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

# 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 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
	+ We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

# 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, girls and non binary

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

# Equality objectives

### Objective 1:

To promote spiritual, moral, social and cultural development through all curricular opportunities, with particular reference to issues of equality and diversity ensuring that the curriculum reflects and supports the needs of pupils with protected characteristics

Why we have chosen this objective:

To promote inclusion and improve the wellbeing of all pupils and support and nurture their sense of identity To achieve this objective we plan to:

* + Review our curriculum
	+ Purchase appropriate resources
	+ Train staff in equality and inclusion practice

***Objective 2:*** To promote cultural development and understanding through a rich range of experiences both in and beyond the school

Why we have chosen this objective: to develop the children’s understanding of the lives of others and engender a respect for how other people live beyond their own experiences and cultures

To achieve this objective we plan to:

* + To celebrate festivals and learn about the wider cultural aspects of others’ lives
	+ To resource the school with stories from other cultures and to ensure that the home lives and familiar things are represented in school activities such as home corners and imaginative play
	+ Encourage speakers and visitors into school from other religions and cultures

***Objective 3:*** To narrow any gaps in attainment and progress that have arisen between groups of pupils

 within the school’s community by ensuring that all groups and individuals have their needs fully met in order to achieve their full potential, and to make good progress or better.

Why we have chosen this objective:

* + To ensure that we are proactive in ensuring this and to include children with protected characteristics in this monitoring

To achieve this objective we plan to:

* + To monitor children’s progress termly and half termly in English and Maths.
	+ To analyse progress of groups across the school, gender, ethnicity, FSM, summer born, EAL, protected characteristics and provide support where appropriate

***Objective 4:*** *Train all members of staff in inclusive practice and how to deal with discrimination*

Why we have chosen this objective:

* + To develop a whole school common approach which ensures that the Equalities Act 2010 is embedded in the school culture and ethos

To achieve this objective we plan to:

* + Build equality monitoring into our weekly staff meeting and inset planner
	+ Ensure all staff from all staff groups have accessed appropriate equalities training

# 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 headteacher at least every 4 years. This document will be approved by CCSS committee of the governing body

# Links with other policies

This document links to the following policies:

* + Accessibility plan
	+ Risk assessment
	+ Child Protection Plan
	+ SEND information report