Equality Information and Objectives Policy

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Objectives - 4 Years Equality Data – Annually	March 2025 March 2025	SC/GW SC/GW	April 2029 March 2026

Signed:

We are a large primary school with capacity for 420 pupils and a staff group of 60. Below is a snapshot of our school population:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	ALL
Pupils of this school (numbers)	55	58	59	59	53	50	60	394
% Male	49	62	47	46	49	46	40	48
% Female	51	38	53	54	51	54	60	52
% Free School Meals	15	14	20	22	19	26	25	20
% English as Add' Language	11	3	12	8	6	10	20	10
% Pupil Premium	13	19	29	32	28	36	32	27
% Medical Condition	20	19	8	24	26	24	18	20
% Service Children	9	9	12	14	11	16	7	11
% In Care	Whole school 0.7							
% of Young Carers	Whole school 0.2							
% SEN Support	13	9	10	15	9	16	10	12
% SEN EHCP	2	3	5	0	4	6	2	3

Ethnicity	%		Religion	%
White British	88		Christian	14
Any other white background	8		No religion	32
Any other mixed background	1		Other religion	10
Any other ethnic group	3		Not stated	44

As you can see from the above tables, we have a wide and diverse population of pupils.

There are two duties under the Act which we must meet:

- To publish information demonstrating our compliance and promoting of equality.
- To identify and publish one or more equality objectives.

1 Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and deliver training as necessary

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 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.

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 with disabilities

- Taking reasonable steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate in any activities by making reasonable adaptations.

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 English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils may 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 in class, 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. All pupils are encouraged to participate in the school's activities where appropriate, 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To ensure that vulnerable groups of pupils continue to make excellent progress and the attainment gap continues to close between them and their peers through targeted use of funding streams e.g. Pupil Premium, SEN

Objective 2

To ensure that pupils from other religious backgrounds, ethnicity or pupils who have English as an additional language thrive through raising their profile within the school.

Objective 3

To continue to promote an atmosphere of mutual respect and tolerance through the work on British values which is interspersed through our curriculum.

9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

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