



## 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. This document also complies with our funding agreement and articles of association.

## 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 equality link governor is Mark Norman. He will:

- Meet with the designated member of staff for equality 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
- Meet with the equality link governor to raise and discuss any issues.

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.

The school has a designated member of staff for monitoring equality issues and an equality link governor. They liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

All employment policies refer to the provisions of the Equalities Act 2010.

## 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 characteristic they have (e.g. pupils with disabilities).
- Taking steps to meet the needs of people who have a characteristic. Where necessary we will implement reasonable adjustments, or additional support, to ensure equality of access to an education and suitable working environment.
- Encouraging people who have a characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies).

We will make every effort in creating equality of opportunity to ensure they are accessible and fair to everyone. Every person has the right to be treated fairly, regardless of race, gender, sexuality, disability, age culture, religion, nationality, or caring responsibilities.

## 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 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 groups. For example, when a school trip or activity is being planned, the school considers whether the trip is accessible to pupils with disabilities.

## 8. Equality objectives

<p>Equality objective 1</p> <p>To ensure that all pupils can access extra-curricular activities and clubs.</p>				
<p>Key strategies to address this:</p> <p>Club registers, observations of club activities, interviewing pupils.</p>				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Continue to monitor attendance at lunchtimes and after school clubs to ensure all groups can attend and do attend.	Head teacher	Summer 2021	-	Registers for clubs analysed and club activities monitored; talk to pupils and review whether pupils feel all have equal opportunity to participate. All pupils able to access activities.

<p>Equality objective 2</p> <p>To celebrate diversity and encourage respect, measured by the impact of pupils' understanding and positive attitudes.</p>				
<p>Key strategies to address this</p> <p>Opportunities to share and celebrate home cultures/ experiences (particularly following return from 'lock down' when pupils have spent time at home), Healthy Goals (including mental wellbeing sessions), Respect Week, multicultural weeks, school councillor sessions/ pupil questionnaire.</p>				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Promote diversity through multi-faith work carried out in school to broaden pupils' understanding and appreciation for others.	Head teacher, staff, governors	July 2021	Staff meeting time; funding for visitors or external visits	Pupils to be selected (School Councillors) and interviewed before and after the event to monitor impact.
Anti-bullying week focus to be held, respecting difference between each other.	Head teacher, staff	November 2020	Assembly, staff meeting time	As above

<p>Equality objective 3</p> <p>To review the current curriculum and new curriculum to ensure that every opportunity is taken to promote and advance equality, so that each topic has an element of equality and diversity.</p>				
<p>Key strategies to address this</p> <p>Staff meeting training, curriculum planning, lesson observations</p>				
Action	Who?	When?	Resources and training needs/costs	How will this be monitored? What are the success criteria?
Ensure curriculum implementation enables equality and diversity issues to be discussed.	Head teacher staff	Summer 2021	Staff meeting time, additional resources	Planning monitored to ensure that there are elements of equality education and diversity issues taught where appropriate; lessons monitored to ensure teaching style and content encourage equality.
Look at global issues and citizenship work already carried out in school and build on the Fairtrade School action plan to become a Fair Active School.	Head teacher, SLT	Spring 2021	Staff meeting time, work with pupil Fair Trade Ambassadors	Evaluated in conjunction with the school's work towards Fair trade School Award.

## 9. Monitoring arrangements

The Local Governing Body will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by the Local Governing Body and Head teacher at least every 4 years.

This document will be approved by the Local Governing Body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- PSHE policy
- Admissions policy
- Employment policies