

# Equality information and objectives

Oakthorpe Primary School



Oakthorpe primary School stands against all forms of discrimination on the grounds of age, disability, gender reassignment, ethnic origin, religion, sexual orientation, gender, disability or ability.

We will:

1. monitor the achievement of all students on the basis of faith, ethnicity and culture, disability and socio-economic factors
2. use this data to provide inclusive teaching and to raise standards
3. aim to provide our students with a firm foundation which will enable them to fulfil their potential, regardless of their background
4. challenge stereotypes
5. seek to eliminate unlawful discrimination against students and staff by adhering to our duties as an employer under the legislation
6. equip pupils with the skills to enable them to live and thrive alongside people from many different backgrounds

<b>Approved by:</b>	Oakthorpe Governing Body	<b>Date:</b> 17.1.22
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<b>Last reviewed on:</b>	17 <sup>th</sup> January 2022
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<b>Next review due by:</b>	May 2024
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### 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
- › 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
- › 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're 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

The designated member of staff for equality will:

- › Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- › Meet with the equality link governor every term to raise and discuss any issues
- › Support the headteacher in identifying 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 as required

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

## 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 societies)

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

- › Analyse data to determine strengths and areas for improvement, implement actions in response
- › Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

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

## 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 all genders

## 8. Equality objectives

### Objective 1

To ensure that children, parents and staff of all religions within our school and the wider community feel understood, safe and respected.

To achieve this objective, we plan to: ensure the curriculum takes every opportunity to promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school and wider community

### Objective 2

To continue improving accessibility across the school for students, staff and visitors with disabilities

To achieve this objective, we plan to:

Review relevant school policies to ensure they clearly reflect the aim of inclusivity especially for children with special educational needs and disabilities

Eliminate unlawful discrimination against students and staff by adhering to our duties as an employer under the legislation

### Objective 3

Ensure equality of involvement of all groups of students in the extra-curricular life of the school, especially those with special educational needs and disabilities

To achieve this objective, we plan to: Monitor and promote the involvement of all groups of students in the extra-curricular life of the school, especially students with special educational needs and disabilities

## **Objective 4**

Ensure a safe and equal environment for all of the school community by monitoring and reducing the incidence of any disabled, racist, homophobic, biphobic, transphobic and sexist language or bullying by students in the school

## **Objective 5**

To actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups

To achieve this objective, we plan to: monitor the achievement of all students on the basis of faith, ethnicity and culture, disability and socio- economic factors and ensure that our Pupil Premium Strategy is fully implemented, monitored and evaluated

## **9. Monitoring arrangements**

The Head teacher will update the equality information we publish, [described in sections 4-8 above], annually.

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

This document will be approved by Oakthorpe governing body.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Safeguarding and child protection
- Behaviour and anti-bullying
- Health and Safety

Designated Members of Staff:

Mrs J Garrad – Headteacher

Mrs S Sefer – SENCO

Mrs M Wood – Deputy Headteacher

Equalities Link Governor -