



# Elton Church of England Primary School

Equality information and  
objectives

## **Statement of Intent**

Elton Church of England Primary School recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity. In order to ensure that our school is a place where all flourish and fulfil their potential, we recognize our duty under the PSED to challenge discrimination at all levels. **Our commitment to equality and equity of opportunity is evidenced through our Christian vision and values, this policy, and the way we interact with each other day to day.**

### **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 body 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

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
- Promote knowledge and understanding of the equality objectives among staff and pupils
- 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 staff meetings.

New staff are made aware of their responsibilities under the Equality Act through staff induction.

## **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 may be 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing – this will only be done where groups are significant enough to ensure that pupils can not be identified e.g. boy/girl.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

## **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 and PSHE, and 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
- Collective Worship time will be used to promote our school values which include respect, compassion, justice and friendship. KS2 pupils will be encouraged to take a lead in collective worship and this will be a time to reflect on these values.
- Working with our local community. This includes inviting leaders of local faith groups to speak in Collective Worship, welcoming those with protected characteristics into school to lead workshops and activities, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to learn about different groups of pupils within the school. For example, celebrating festivals of other faiths represented in our school.

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## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made concerning all stakeholders.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- has equivalent facilities for boys and girls
- is an activity/placement rooted in our school values

## 8. Equality objectives

Objective	Actions	Responsibility By when?	Which duty/ies will it address?	How will we measure our success?
To increase pupil, staff and governors awareness of legal duties around equality and what this looks like within the work context.	<ul style="list-style-type: none"> <li>- undertake training with staff and Governors</li> <li>- review teaching and learning eg Year 5/6 PSHE (rights and responsibilities unit.)</li> <li>- collective worship to make explicit the equalities act when relevant to the value e.g. respect</li> </ul> <p>Pupil Voice – board and displays – visible inclusion</p>	<p>Summer Term 2024</p> <p>Easter 2024</p> <p>Ongoing</p> <p>September 2023</p>	Advance equality of opportunity between people who share protected characteristics and those who do not.	<p>For all stakeholders to understand what is meant by a protected characteristic</p> <p>For it to be an explicit and visible reminder of our vision for all stakeholders</p>
Actively close gaps in attainment and achievement between pupils and all groups of pupils; particularly those with SEND.	<p>Monitor provision through observations, book scrutiny, pupil voice etc.</p> <p>Training audit re areas of need – liaise with SEND support team and ensure staff training is appropriate and focused to pupil need.</p> <p>Track data and identify needs through pupil progress meetings and APDR reviews</p> <p>Monitor impact of interventions.</p> <p>To allocate staff flexibly, according to</p>	<p>SENDCo and class teachers</p> <p>Ongoing</p>	Advance equality of opportunity between people who share protected characteristics and those who do not.	<p>No significant difference between progress of different groups. Pupils with SEND are happy and feel well-supported.</p> <p>All pupils to be appropriately challenged and engaged through well- planned and managed classroom support.</p> <p>Staff feel that their needs are met re being able to support individual pupils.</p>

	needs of cohort/individuals			
To ensure the school environment is as accessible as possible to all pupils, parents, staff and visitors.	Ensure the Accessibility Plan is reviewed regularly by Governors. Update Accessibility Plan as necessary. Carry out audit	HT Annually and as need arises through admission of new pupils	Advance equality of opportunity between people who share protected characteristics and those who do not.	Everyone who visits our schools will be able to access the environment as necessary.

## 9. Monitoring arrangements

This document will be reviewed by the governing body at least every 4 years. The Headteacher will report on the progress of the objectives at least annually.

This document will be approved by the full governing body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy