



Abbots Ripton Church of England Primary School

Equality information and objectives

Written by: Claire Matthews

(Adapted from a model policy from The Key for School Leaders)

Date: Sept 2023

Review date: Sept 2027

NB Equality information is updated annually and the objectives are reviewed and updated every 4 years

Our church school creates a firm foundation where together, with God's help and with the help of others, we learn for life, achieve our best and grow in faith

Our Christian vision and values underpin our policy, ensuring that we can demonstrate both a commitment to equality of opportunity for all as well as care, kindness and tolerance to all.

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

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

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 tolerance and friendship. KS2 pupils will be encouraged to take a lead in class 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, 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.

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

As part of our Risk Assessment process we will actively consider our equality duties and ask ourselves relevant questions. This is recorded as part of the risk assessment when planning school trips and activities.

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"> - undertake training with staff and Governors - review the teaching about the Equality Act in Year 5/6 PSHE (rights and responsibilities unit.) - collective worship to make explicit the equalities act when relevant to the value e.g. respect 	<p>CM – Autumn 2023</p> <p>KW – Spring 2024</p> <p>CM – termly</p>	Advance equality of opportunity between people who share protected characteristics and those who do not.	For all stakeholders to understand what is meant by a protected characteristic
Actively close gaps in attainment and achievement between pupils and all groups of pupils; particularly those with SEND.	<p>Monitor provision through observations, book looks, pupil voice etc.</p> <p>Track data and identify needs through pupil progress meetings.</p> <p>Monitor impact of interventions.</p>	SENDCo Ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not.	The gap between SEN and non-SEN pupils will be narrowed.
To ensure changes to the use of support staff are well considered and managed to ensure good outcomes for children with SEND or vulnerable to under achievement	Staff to be aware of children vulnerable to under achievement through termly tracking. Training on the use of interventions and in-class adult support.	SENDCo Ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not.	For all pupils to be appropriately challenged and engaged through well-planned and managed classroom support.
To ensure the school environment is as accessible as possible to all pupils, parents, staff and visitors.	<p>Ensure the Accessibility Plan is reviewed regularly by Governors.</p> <p>Update Accessibility Plan as necessary.</p>	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 HSSP Committee of 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
- Recruitment Policy
- SMSC Education Policy
- Positive Behaviour Policy
- Anti-Bullying Policy