


# Equality Information and Objectives Policy

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<b><i>R</i>esponsibility</b>	<b><i>R</i>espect</b>	<b><i>R</i>esilience</b>
<b><i>K</i>indness</b>	<b><i>H</i>onesty</b>	<b><i>C</i>ooperation</b>



## Contents

1 Introduction .....	2
2 Aims.....	4
3 Legislation and guidance.....	4
4 Roles and responsibilities.....	4
5 Eliminating discrimination.....	4
6 Advancing equality of opportunity .....	5
7 Fostering good relations .....	5
8 Equality considerations in decision-making.....	5
9 Equality objectives .....	5
10 Monitoring arrangements.....	6

## 1 Introduction

Equality is at the heart of all of our work as a school. It drives our aspirations, for all members of our community - pupils, staff and family - as we work to realise everyone's potential.

Heronsgate Primary School is a diverse community with each member having unique gifts and talents. Our school values all pupils, staff, parents and members of our community with respect regardless of Gender, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including Ethnic or National Origin, Nationality), Disability, Sexual Orientation, Age, or Religion or Belief. (Protected groups taken from Equality Act 2010).

### *Equal opportunities in action*

To help realise our values we will:

- recognise and celebrate the skills and abilities that all pupils, staff and our wider community bring to school
- develop the skills, knowledge and attitudes of all of our pupils, staff and the wider community
- provide a safe working and learning environment for all pupils and staff
- encourage all members of our community to be positive towards other people
- ensure that all resources and the school environment are accessible to all
- develop schemes of work that encourage pupils to engage with issues concerning equal opportunities and to allow them to develop a tolerant approach to all people
- actively discourage stereotyping through our language and actions
- have a robust and swift system in place to deal with incidents of discrimination
- ensure that all school policies actively promote equal opportunities
- ensure that all staff and future staff have equal access to recruitment and training opportunities
- analyse achievement/attainment data to ensure that groups of pupils are achieving to their full potential.



Through this we achieve our school values:



Our children take responsibility for themselves, their learning and their actions so that they make the most out of every opportunity.



Our children show respect for themselves by recognising that they are unique and valuable. They respect all members of our community, our country and our world.



Our children love learning and take a positive approach to challenges that help them develop their understanding. They build confidence to learn from their mistakes and move forward.



Our children show kindness through caring, sharing and thinking about others. They reflect on how their actions can help and support others in our community and in our world.



Our children are honest by being truthful when sharing their views and their feelings. They act truthfully when learning with others.



Our children develop excellent cooperation skills. They enjoy learning together and value the views that others bring to a task.

And links to the following articles from the United Nations Convention on the rights of the child.



Article 18 Children have a right to be protected;

Article 28 Children have a right to a good quality education;



## 2 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.

## 3 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](#).

## 4 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

The Executive Headteacher/Heads of School will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 9.

## 5 Eliminating discrimination

Our 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.

Our equality policy forms part of staff induction when they are new to our school and two-yearly updates thereafter.



## 6 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 LGBT+ 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:

- Review attainment data each academic year showing how pupils with different characteristics are performing and analyse this to determine strengths and areas for improvement
- If appropriate, review further evidence about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## 7 Fostering good relations

Our 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
- Holding assemblies dealing with relevant issues
- Working with our local community

## 8 Equality considerations in decision-making

Our school ensures it has due regard to equality considerations whenever significant decisions are made.

Our 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 pupils

## 9 Equality objectives

### Objective 1

Phase leaders and heads of school to complete an equality impact assessment of the curriculum in each year group. This will be shared with the Learning: Achievement committee in the Summer term.

*Why we have chosen this objective:*

We are currently reviewing our curriculum and we would like to evaluate its inclusiveness so that we celebrate its strengths and identify future development points.



*To achieve this objective we plan to:*

Complete equality impact assessments.

## Objective 2

Review our recruitment processes so that we eliminate opportunities for unconscious bias.

*Why we have chosen this objective:*

We want to ensure that our recruitment processes are fair and transparent for all applicants.

*To achieve this objective we plan to:*

Split our recruitment process into different parts, including sifting and shortlisting. Staff making shortlisting decisions will only see anonymised forms, with all protected information removed. Leaders not involved in either sifting or shortlisting will complete random checks to ensure no unconscious bias is present.

## Objective 3

During the next 12 months, staff will be re-inducted and as part of this process, our school's equality policy will be shared, explored and explained.

*Why we have chosen this objective:*

We have recently reviewed our policy and we want to ensure that all staff are aware of its principles and the processes that it describes. We want to give our staff a chance to discuss equality and to raise any points that they feel our school could develop further.

*To achieve this objective we plan to:*

Update the staff handbook and share with all staff in the next 12 months.

Open up a forum to allow all staff to share their views.

## 10 Monitoring arrangements

This document will be reviewed and approved by the governing board every 2 years.