

Equality Information and Objectives

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1. Aims

Our school aims to meet its obligation 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 Local Advisory board will review the document and objectives set.
- The Headteacher will promote an understanding of the equality objectives amongst staff and pupils; taking feedback from stakeholders when reviewing the objectives.
- The Headteacher will monitor success in achieving the objectives and report back to the LAB when required.
- All staff are expected to have due regard to this document and the objectives set.

4. Eliminating discrimination

The school is aware of its obligation under the Equality Act 2010 and complies with non-discrimination provision.

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.

5. Advancing equality of opportunity

As set out in the DfE guidance on Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantage suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities).
- 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 whilst being mindful of characteristics where this would then discriminate against.

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

- Publish attainment data each academic year showing how pupils with difference characteristics are performing.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish the information.
- Make evidence available identifying improvements for specific groups (e.g. with the Pupil Premium funding).

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 and living the three values of the school: Be Safe, Be Respectful and Be Prepared.
- Promoting the British Values through the curriculum specifically in RE and PSHE as well as other areas of the curriculum.
- Holding assemblies throughout the year to address and develop ideas related to this.
- Working with our local community. This can include inviting leaders from different faiths, connections with the local residential home and various charities.
- 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 where all children have access to being nominated and deal with issues related to school life. We also have Year 6 Pupil Ambassadors to promote our values with the children. All pupils are encouraged to participate in the school's activities.
- Becoming actively involved with UNICEF's Rights Respecting Schools Award and Leicestershire LA's Beyond Bullying Award.
- We work with parents to promote knowledge and understanding of different cultures; this is a two-way process as we make links with parents to develop our knowledge and understanding too.

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 special educational needs and disabilities.
- Has equivalent facilities for boys and girls.

8. Equality Objectives

Objective 1: To ensure all pupils understand equality for themselves and others and are prepared to take appropriate actions if they experience inequality or discrimination

Why have we chosen this objective?

To ensure that all children feel protected and act upon the British values to know when they are being unfairly treated and discriminated against.

To achieve this, we plan to: implement the Jigsaw PSHE curriculum; develop themes across assembly time; promote the student council and pupil ambassadors.

Objective 2: To ensure all pupils feel safe, secure and prepared in school

Why have we chosen this objective?

This links to our school values where we feel it is vital that values are the lived experiences of the whole school community.

To achieve this, we plan to: develop our curriculum to opportunity to learn about the values as well as provide a curriculum fit to need and monitor progress and attainment of the children.

Objective 3: To ensure all staff value equality for themselves and others; they feel safe and prepared to take action and challenge if they experience inequality or discrimination.

Why have we chosen this objective?

Staff need to feel confident themselves to effectively teach, deliver and challenge where appropriate. For staff to feel protected at work and not be subject to inappropriate conduct from others.

To achieve this, we plan to: continue to implement the school's code of conduct for all staff and share updates on this regularly. Provide CPD opportunities for staff to develop their knowledge.

Objective 4: To continue to develop pupil voice in school to explore, investigate and address any issues relating to prejudice and discrimination

Why have we chosen this objective?

Children need to feel empowered to have their voice heard and feel confident that children will be listened to and believed. This is not only important in school but also essential for their future.

To achieve this, we plan to: run school council and Pupil Ambassador schemes. To regularly seek opinion from the children in a range of ways and around a range of subjects such as curriculum, values and safety in school.

9. Monitoring arrangements

This document will be reviewed by the Headteacher at least every 4 years with feedback sought from different sources.

This document will be approved by the Local Advisory Board at the next meeting after review by the Headteacher.

This document will be available on the school website.