



Wymeswold C of E Primary School

Equality Objectives

September 2023

# Equality information and objectives

## 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, and that they are reviewed and updated at least once every four 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

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 every term.

The school has a designated member of staff for monitoring equality issues. They 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)
- 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 and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## 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 the No Outsiders project.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also encourage external speakers to contribute if appropriate
- 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 boys and girls

## 8. Equality objectives

<b>Objective 1: To teach children about tolerance and acceptance</b>
Why we have chosen this objective: As the school and society becomes more multicultural we need to make children tolerant and accepting of all/
To achieve this objective, we plan to: Develop our Collective Worship to highlight and emphasise achievement by all groups of people. Use current affairs to teach children about tolerance and acceptance. Undertake activities to develop children's awareness.
Progress we are making towards this objective: Some use of current affairs to help children raise their own ambitions,

<b>Objective 2:</b> <i>Ensure that Equality Act training is refreshed every term during the Safeguarding update.</i>
Why we have chosen this objective: To ensure that the refresher training is taken and understood by all.
To achieve this objective, we plan to: Each term we hold a whole staff safeguarding update (using the LCC briefing) we will add the Equality Act to the agenda for these meetings.
Progress we are making towards this objective: Equality Act update planned for the next whole school refresher.
<b>Objective 3:</b> <i>Encourage girls and boys to consider non-stereotypes careers</i>
Why we have chosen this objective: It is important that all children have ambitions and aspirations and that they are not constrained in these ideas by gender.
To achieve this objective, we plan to: Hold an Aspiration Day and other events for children to consider all the careers open to them.
Progress we are making towards this objective: We have held an Aspiration Day which made the children consider a wide range of careers and options open to them when they are adults.

## 9. Monitoring arrangements

The Governing Body and Head Teacher will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by Governing Body at least every 4 years.

This document will be approved by the Governing Body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan