



PINCHMILL PRIMARY SCHOOL

Equality Information and Objectives

Summer 2024

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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

Equality will be monitored by the SEN/equality link governor. They will:

- Meet with the Head teacher every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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
- Meet with the SEN/equality link governor every term to raise and discuss any issues
- 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, through the regular review of our School Strategic Plan. 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. All staff receive refresher training for equality every September, as well as specific training relevant to the needs of individual children within their care as and when the need arises.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and 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. allowing our disabled/SEN pupils have full access to the curriculum.)
- 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 clubs)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above 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. pupils with SEN)
- Publish further data about any issues (where relevant) associated with particular protected characteristics, identifying any issues which could affect our own pupils

NB. Attainment data is forwarded to the DfE in line with our statutory duty and these are then published on the government website.

The school will only publish data in a format that ensures no individual can be identified.

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 Personal, Social, Health and Citizenship (PSHCE) education, but 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
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes organising school trips and activities based around the local community incl. the three faiths trip.
- Encouraging and implementing initiatives to promote tolerance & friendship between the different year groups within the school. For example, both our School Council and Eco-Council has representatives from different year groups and is formed of pupils who reflect the school's community. 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls
- Cuts across any religious holidays

The school keeps a record of its consideration within risk assessments, governor meeting minutes and governor visit reports.

8. Equality objectives

Objective 1: Linked to foster good relations and eliminate discrimination

To improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity. To promote cultural development and understanding.

To achieve this objective we plan to:

- Increase opportunities for visitors to the school.
- Increase opportunities for visits outside of school.
- To review and enhance opportunities for curriculum enrichment activities.
- To celebrate and recognise cultural development and understanding through our Character Education programme.

Objective 2: Linked to Prejudice-Related Incidents/Sexual Orientation

To raise awareness of sexual orientation, promote positive attitudes towards alternative lifestyles, and lessen the chances of the word 'Gay' being used negatively.

To achieve this objective we plan to:

- Raise awareness that some people are LGBTQ+ through our PSHCE scheme of work. Through this children will also learn about discrimination.
- To review the range of books in the library that show different family units including same-sex couples.
- Review the information shared in assembly and on school displays.

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND Policy
- Anti-Bullying Policy
- Disability Equality Scheme

10. Monitoring and review of Equality Equality Information and Objectives

- The governing body will update the equality information we publish, at least every year.
- This document will be reviewed by governing board at least every 4 years.
- This document will be approved by full governing board.

Date agreed by Governors: _____

Signed (Headteacher)

Signed..... (Governor)