



Equality Information & Objectives

Learning holistically through God's unconditional love

Vision: We radiate God's unconditional love by being accepting, inclusive and supportive. Everyone is nurtured, enabling them to reach their full potential as caring, confident members of both the school family and global community. All are educated holistically through a variety of enjoyable academic, creative, physical and spiritual experiences.

Date: September 2023

Signed: Headteacher

Signed: Chair of Directors

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1. Aims

St Eanswythe's Primary School advocates God's unconditional love and so we aim to meet our 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

St Eanswythe's Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

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. This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The governing board believes in our vision to accept, support and include all and so they 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 termly basis to the headteacher.

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 has a vision, which is rooted in God's unconditional love for all and actively seeks to support, accept and include everyone St Eanswythe's Primary 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 Directors regularly discuss the school's vision and ethos and are 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.

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 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 extra-curricular activities)

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 teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- Having Worship which deals with relevant issues. Pupils will be encouraged to take a lead in such Worship and we will invite external speakers to contribute. These external visitors will be from all areas of the community and will represent a wide range of faiths.
- Working with our local community. This includes inviting leaders of local faith groups to speak in Worship, and organising school trips and activities based around the local community such as singing in the local community, reading to older people, visiting different places of worship and supporting different groups such as refugees, homeless and the elderly.
- Encouraging and implementing initiatives to create understanding and tolerance across our school. For example, talking about and really understanding the school's vision and values, also 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 and include them in our Worship activities.

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 2023-2027

Objective 1: To train all members of staff and directors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year, September 2024.

Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To build on our current processes and procedures to ensure that all staff involved in the recruitment process have received the most up-to-date training available to raise awareness of the principles of the Equalities Act.

To achieve this objective, we plan to: Train all relevant staff and directors involved in recruitment with safer recruitment.

Progress we are making towards this objective: At least one person on each interview panel is currently trained in safer recruitment.

Objective 2: To ensure that all pupils and their families are appropriately represented and valued.

Why have we chosen this objective: There has been a change in terms of ethnic, cultural and religious diversity over recent years within our school community.

To achieve this objective we plan to:

- Teach Fundamental British Values across all key stages (ongoing)
- Add enhancement through Worship, school visitors, and trips/visits
- Continue to develop the curriculum further taking account of all pupils and their families.

Impact of this: children will have the knowledge and understanding that will offer them a future they might not otherwise aspire to or expect within a fully inclusive community.

Objective 3: To ensure that the schools promote role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc.

Why we have chosen this objective:

- To ensure that pupils have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow.
- To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.

To achieve this objective, we plan to:

- Display examples of successful people prominently on display boards throughout the School.
- Ensure that teachers are using a wide variety of examples of role models in their lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability.
- Deliver whole school Worship promoting the rights respecting values and equal opportunities ethos of the school.

9. Monitoring arrangements

The Directors and Headteacher will update the equality information we publish, at least every year.

The Directors and Headteacher will review this document at least every 4 years.

The Directors and Headteacher will approve this document.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Worship

- SEN