

# Equality information and objectives policy

## St Stephen's C.E Primary School



Approved by:	FGB	Date: 20.3.24
Last reviewed on:	March 2024	
Next review due by:	March 2025	

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## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

**Our school aims to promote respect for difference and diversity in accordance with our School Values of:**

- Respect,**
- Kindness,**
- Honesty,**
- Self-Control**
- Perseverance.**

## 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 on the school website and communicated throughout the school.
- › 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
- › 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 among 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.

New staff receive the policy and objectives as part of their induction.

The Headteacher ensures governors are aware of any issues as part of her termly report to Governors.

### 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 that are connected to a particular characteristic they have.
- › Taking steps to meet the particular needs of people who have a particular characteristic.
- › Encouraging people who have a particular characteristic to participate fully in any activities.

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

- › Analyse attainment data each academic year showing how pupils with different characteristics are performing
- › Identify strengths and areas for improvement.

### 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 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
- Holding Collective Worship that deals with relevant issues as a school family
- Working with our local community. This includes inviting leaders of local faith groups to take part in lessons.
- 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

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made in regard to the curriculum or other activities. For example, when a school trip or activity is being planned, the school considers whether the trip is accessible to all pupils.

## **8. Equality objectives**

**Objective 1**

**Objective 2**

**Objective 3**

## **9. Monitoring arrangements**

The headteacher will update the equality policy we publish every year.

The objectives will be reviewed by the governing body every 4 years

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND and behaviour policies