



“Nurturing Life-Long Learning”

Equality Information and Objectives

Adopted by Governing Body:	18 May 2021
Review Date:	March 2023 March 2024 March 2025

Objectives will be reviewed at least annually.

DfE “Under specific duties, governing bodies, local authorities and proprietors are required to draw up and publish equality objectives every 4 years and annually publish information. They need to demonstrate how they are meeting the aims of the general public sector equality duty.”

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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

Protected characteristics under the Equality Act 2010 are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

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 equality link governors are: Milena Nuti and Jenny Sippings . They will:
 - Meet with the designated member of staff for equality every term (Helen Melidoro), 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
- The designated member of staff for equality is Helen Melidoro and will:
 - Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
 - Meet with the equality link governors every term to raise and discuss any issues
 - Support the Headteacher in identifying 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, 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 regular refresher training.

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 as protected by the Act (e.g. discrimination against pupils or staff with disabilities, or gay staff members or pupils 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 school societies)
- 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. declines in incidents of homophobic bullying or misogynistic behaviour)
- 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 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 subject leaders will also invite appropriate external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, during RE week, 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. 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 parents' groups are inclusive. This is done through parent council meetings, newsletters, website and social media.

- We are developing 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1: *Ensure the use of visual imagery and resources around school and resources linked to subjects allows all children to see themselves reflected in it and also challenges any stereotype or unconscious bias.*

Objective 2: *Monitor and analyse pupil achievement by race, sex and disability and act on any trends or patterns in the data that require additional support for pupils.*

Objective 3: *On-going review of the curriculum to ensure that Black voices are heard and Black stories are told.*

Objective 4: *To remove the barriers to learning for pupils with disabilities and ensure that their progress is in line with other children from their various starting points.*

Objective 5: *Promote and raise awareness of the school's Equality Scheme with all stakeholders and provide training for all staff and governors on equality and diversity over a 3 year cycle.*

Objective 6: *To remain committed to equality and diversity in order to ensure equal opportunities including the recruitment, retention, development and wellbeing of all staff.*

Progress is updated in line with the FGB meetings:

Year 1 Review COVID

Year 2 (2023) Review of Objectives

Objective 1: *A new website was launched in September 2022 reflecting the diverse school community. In addition, diversity through an investment in appropriate books as well as in curriculum planning has been implemented. Wall art, for example the history timeline demonstrates the diversity through the Morgans history curriculum.*

Objective 2: *Pupil achievement is analysed by all leaders and trends tracked. Strategies to address gaps in achievement are implemented and monitored termly with pupil progress reviews.*

Objective 3: *The English curriculum has been planned to ensure diversity in texts representing a variety of cultures, faith and inclusion. This was promoted in a week's equality and diversity focus in writing in September 2022.*

Objective 4: *A review of inclusive strategies was carried out in Summer 2022 and a whole school INSET in September delivered to promote inclusive teaching and learning. All performance management targets have a focus on inclusive practice and a subsequent SEND review in January 2023 indicates the measures in place have already had a significant impact and provision is developing further.*

Objective 5: *A questionnaire to all stakeholders was sent in Summer 2022 and results analysed and acted upon. Staff Equality training has taken place in September 2022 and will be part of induction training. New parents (including in-year admissions) to complete an equality questionnaire to identify any reasonable adjustments for their disability or their child's.*

Objective 6: *Further developing recruitment procedures to ensure good practice in equal opportunities is embedded. Training a Senior Mental Health Lead in place and a full programme of CPD is in place for all staff. An Employee Assistance Programme is offered to all staff.*

Year 3 (2024)

Year 4 (2025)

9. Monitoring arrangements

The Equalities Link Governors together with the Headteacher will update the equality information we publish, at least every year.

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

This document will be approved by the Governing Board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- SEND and Inclusion policy
- Child Protection policy
- Behaviour policy
- Attendance
- Safer Recruitment
- Exclusions