

# **South Failsworth Primary School**

**‘Inspiring and Creating Lifelong Learners’**



## **Equality Information and Objectives**

Approved by the Governing body: March 2021

Next review date: March 2025

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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](#).

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

# 3. Roles and responsibilities

**The Governing Body 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
- 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

The equality link governor is Daisy Newell. They will:

- Meet with the designated member of staff for equality 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 Body regarding any issues

**The Headteacher and Senior Leadership Team will:**

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

- Ensure all school personnel, pupils and parents are aware of and comply with the equality objectives
- Provide leadership and vision in respect of equality inclusion and community cohesion
- Recording and dealing with incidents of racism, bullying and other inappropriate behaviour
- Regularly reporting to the Governing Body on the standards achieved by different groups within the school
- Recording, reporting and addressing all racial incidents
- Provide guidance, support and training to all staff

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year as part of their annual safeguarding training. Bespoke training is also commissioned where a need arises, either individually or collectively, within the school.

The Headteacher, in collaboration with the Senior Leadership Team, is responsible for monitoring equality issues and reporting back to the Governing Body. Where deemed necessary, the Governing Body and the Local Authority will be made aware of issues 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, or members of the school community 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 school events and after school activities)

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

- Collate 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 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 teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. We will also invite external speakers to contribute to such assemblies
- 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 wider 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 always has a male and female representative from each class. All pupils are encouraged to participate in the school's activities, such as sports clubs.

## 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

### Equality Objectives for 2021-2025

**Objective 1:** To raise awareness of equality & diversity

To achieve this objective we will:

- Raise awareness of aims and objectives of policy by sharing with staff and the wider community
- Provide further staff training in all aspects of equality & diversity to support staff understanding and awareness
- Raise awareness of equality and diversity through teaching in assemblies, PSHE and SHAPE.

**Objective 2:** Ensure that the school promotes 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.

To achieve this objective we will:

- Ensure any selection panels are aware of, and take account, of the school's aims regarding equality and diversity
- Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc.
- Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity
- Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBT History Month, International Women's Day etc

**Objective 3:** Ensure tolerance and respect towards individuals who identify with any of the protected characteristics

To achieve this objective we will:

- Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc
- Utilise class, key stage and whole school assemblies to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups
- Respond to world news/current affairs issues (related to any individuals/protected characteristics) through class assemblies (Picture News), SHAPE or PSHE sessions
- Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values

**Objective 4:** Promote lifelong learning for all by ensuring that nobody is disadvantaged by any of the protected characteristics

To achieve this objective we will:

- Monitor attainment data at key intervals (taking into account gender, socio-economic background (FSM) and ethnicity) and take any necessary action to minimise any gaps which might exist
- Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all

## 9. Monitoring arrangements

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

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

This document will be approved by Headteacher and Governing Body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Anti-Bullying Policy