



Equality Information and Objectives Policy

November 2022

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1. Aims

Witton le Wear Primary 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 complies with our funding agreement and articles of association.

Everyone in Britain is protected by the Equalities Act. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have.

Under the Equality Act, there are nine protected characteristics:

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

There are some important differences depending on which protected characteristic you have.

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 Trust, 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 Headteachers and Academy Councils
- Ensure they're familiar with all relevant legislation and the contents of this document Look to complete equality and diversity training
- Any issues identified will be reported back to the Governing body

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Appoint a designated member of staff to support in promoting the knowledge and understanding of the equality objectives amongst staff and pupils

- Monitor success in achieving the objectives and report back to governors in termly meetings
- Any issues identified will be reported back to the full governing body through minutes of meetings

The Designated member of staff will:

- Support Headteacher by promoting knowledge and understanding of the equality objectives amongst staff and pupils Identify any training needs for staff and pupils
- Provide key updates to staff, governors and pupils

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/briefings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher annually.

The school has a designated member of staff who will monitor any equality issues. These will be updated to the Headteacher/other senior leaders as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Witton le Wear Primary 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 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
- 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

Witton le Wear Primary 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 we will also invite external speakers to contribute
- 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 local 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 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
- 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

Witton le Wear Primary School has due regard to equality considerations whenever significant decisions are made. We always consider 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

Witton le Wear Primary School keeps a written record (also known as an Equality Impact Assessment) to show they 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.

8. Equality Objectives

Witton le Wear Primary School are in the process of joining the Advance Learning Partnership (expected conversion is January 2023). For this reason we have decided to adopt the trust objectives as follows:

- To ensure that all Governors and staff are aware of current legislation surrounding equality and diversity and understand the responsibilities of the Trust.
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our academy communities.
- To promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between pupils for all groups of children; especially pupils eligible for Pupil Premium, with special educational needs and disabilities, looked after children and from minority ethnic groups.
- Continue to improve accessibility across the school for children, staff and visitors with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist and racist language by pupils in school.
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

9. Monitoring arrangements

The governing body along with the head teacher will update the equality information we publish, described in sections 4-7 above, at least every year. This objective in this document will be reviewed by the Governing Body along with the Headteacher at least every 4 years. The Governors will receive termly updates in governance meetings on progress to meeting the objectives.

10. Links to other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND
- Pupil Premium