

Burleigh Primary School



Equality Information and Objectives

Reviewed by the Governing Body: Nov 2023

To be reviewed: Nov 2024

Burleigh Primary School

Policy History

Date	Reviewed by	To be approved by	Modifications/changes
January 2019	SLT	FGB	<p>New policy which replaces the previous Equality Scheme (written in 2015).</p> <p>SLT discussion resulted in the following being added to the final section: ‘This policy will be reviewed by the governing body at least every 4 years <i>‘but objectives may be amended to take into account ongoing data analysis’</i>’.</p>
November 2020	SLT	FGB	<p>Reviewed policy (due to new guidelines for what schools must publish online) states at the end of the aims that: <i>NB In carrying out the above, we aim to consult with all stakeholders on a regular basis, especially those likely to be affected by inequality.</i></p> <p>As compliance with the public sector equality duty in the Equality Act 2010 must be updated on a yearly basis, from December 2020 onwards, the school will review its policy annually.</p>
December 2021	SLT	FGB	<p>Review of policy resulted in the final section being amended to: ‘This policy will be reviewed by the governing body annually’.</p>
Jul 2022	SLT	FGB	<p>Measurable success indicators for Objectives 1 and 3 updated to align with current SDP.</p>
27/11/2023	A McGuire	FGB	<p>No changes</p>

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Equality Information and Objectives

Aims

Our school aims to meet its obligations under the public-sector equality duty by having due regard for 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

NB In carrying out the above, we aim to consult with all stakeholders on a regular basis, especially those likely to be affected by inequality.

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](#).

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 governors will:

- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in the appendix.

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.

New staff are made aware of the Equality Act as part of their induction via the appropriate policies.

The head teacher is responsible for monitoring equality issues and regularly liaises with staff regarding these matters and makes governors aware as appropriate.

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 which are connected to particular characteristics 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
- Encouraging people who have a particular characteristic to participate fully in all activities

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

- Monitor attainment data each academic year
- Analyse the above data to determine strengths and areas for improvement

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 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

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

Monitoring arrangements

This policy will be reviewed by the governing body annually.

Appendix
Equality Objectives
2019-2023

Objective 1:

For pupils with learning difficulties and disabilities to make consistently good progress in each cohort.

Protected characteristic: *Disability*

Responsibility: *Whole staff*

Measurable success indicators:

- *The needs of SEN/D pupils will be met, enabling them to apply what they know with increasing fluency and independence*
- *Provision is reviewed termly, with the SENCO supporting this process*

Objective 2:

To make outdoor and off-site activities more accessible for pupils with disabilities

Protected characteristic: *Disability*

Responsibility: *Whole staff including PE co-ordinator*

Measurable success indicators:

- *100% of pupils with disabilities to be included in all activities, with suitable alternatives provided when this is not possible*
- *All pupils are able to access a variety of extra-curricular activities*

Objective 3:

To promote understanding and diversity effectively

Protected characteristic: *Race*

Responsibility: *Whole staff*

Measurable success indicators:

- *Pupil voice indicates that our children feel the curriculum is diverse and reflects the school community*
- *SLT continue to incorporate ideas and points for development from pupils into the School Development Plan (SDP)*
- *Pupils engage with views and opinions that may be different from their own in considered ways.*



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