Equality Information and Objectives Policy

"There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus." Galatians 3:28

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Like Jesus' teaching in the parable of the mustard seed, we believe that children at Platt Primary are like seeds with the potential to grow and flourish as they are nurtured and encouraged to develop their unique gifts.

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1. Aims

At Platt C of E Primary School, our vision is rooted around the parable of the mustard seed and that we strive to ensure all children (and staff) flourish and develop their unique gifts. We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, ability, race, colour, religion, nationality, ethnic, national origins or needs.

We promote the principles of fairness and justice for all through the education that we provide in our school and ensure that all pupils have equal access to the full range of educational opportunities we provide.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

We are aware that prejudice and stereotyping can be caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

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 Christian values of Compassion, Friendship, Wisdom, Koinonia, Forgiveness and Hope.

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 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 SANDRA BROWN. They will:

- Meet with the designated member of staff for equality every year 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality (SENDCo) will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every year 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.

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 that 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:

- Record attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above 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)
- Record 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, relationship and health education (sex health if parents permit for their child) 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 and diverse backgrounds.
- 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
- A range of religious events and festivals are celebrated within the school during the year.
- The school also takes part in national initiatives and national awareness days for Equality, Diversity and Inclusion. For example, Black History Month, Mental Health Awareness Week, Autism Awareness Week.

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

8. Equality objectives

Objective 1

To provide literature that reflects diversity within society by Oct 2027

To achieve this objective we plan to:

- Curriculum texts in Writing and Reading to cover a range of diversities across the school.
- School library and class books that reflect diversity are readily available in all classes.

Objective 2

To ensure that all staff have received training in unconscious bias and specific training covering our contextual diversity by Oct 2028.

To achieve this objective we plan to:

- CPD training for teachers and support staff

Objective 3

To ensure that the curriculum reflects a wide diversity in society and prompts equality by September 2028.

To achieve this objective we plan to:

- Subject leads to review their curriculum to ensure opportunities to learn about equality through a diverse range of topics, people and texts.
- Subject leads to produce a short report for governors to show how equality and diversity deliberately planned for within their curriculum.

Objective 4

To embed adaptive teaching strategies for vulnerable learners ensuring they can access the curriculum alongside their peers and be independent in their learning by July 2027

To achieve this objective we plan to:

- Monitor teaching strategies for vulnerable pupils including Pupil Premium, SEND, Young Carers, and GRT families, and how they access their learning.
- Ensure purposeful staff training is in place so that teachers and staff know how to support pupils
- Provide an environment in the school where staff can trial different approaches and review impact on learning
- Make wider links with outside agencies and other schools to develop staff understanding of adaptive teaching

9. Monitoring arrangements

The information in this document will be reviewed annually by the headteacher; objectives will be reviewed at least every 4 years.

This document will be approved by the full governing body.

10. Links with other policies

This document links to the following policies:

These can accessed from the school website at:

Platt Church of England Primary School - Policies

- Accessibility Plan
- Risk Assessment
- SEN Policy and Information Report
- Behaviour Policy
- Anti-Bullying Policy