

Simms Cross Primary School



Equality Information and Objectives

Adopted by Governors: March 2018

Chair of Governors: Mrs D. Denton

Headteacher: Mrs S. Taylor

Review Date: March 2019

Contents

1. Aims	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination	3
5. Advancing equality of opportunity	3
6. Fostering good relations	4
7. Equality considerations in decision-making	4
8. Equality objectives	5
9. Monitoring arrangements	5
10. Links with other policies	6

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](#).

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 Interim Headteacher.

The equality link governor is Mrs Denton. She will:

- Meet with the designated member of staff for equality, and other relevant staff members, termly 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

All members of staff are responsible for equality information and objectives, and will:

- Support the Interim Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Interim 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 refresher training every September.

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 (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 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. 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

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 opportunity for pupil premium children to make similar or better progress than non-pupil premium peers.*

Why we have chosen this objective: Many of our pupils come from disadvantaged backgrounds with low expectations.

To achieve this objective we plan to: Provide a wide range of opportunities to engage and experience in a broad and balanced curriculum.

Progress we are making towards this objective:

- After-school football club paid for through pupil-premium funding (42 pupils attend weekly all-year round).
- Year 6 visit to London highly subsidised through pupil-premium funding.
- Year 5/6 residential to Lockerbie also highly subsidised.
- Class visits to various places dependent on topics studied.
- Involvement with Daresbury Laboratories for Space Week. All pupils engaged in a variety of activities including visits and visitors.
- Year 5/6 visits to Safety Central to study the work of the local fire service.
- Service Level Agreement for sport with HBC – table tennis, boxing, tennis.
- Visit and coaching sessions for tennis at Liverpool International Tennis tournament. (Y4/5)

Objective 2: *Ensure suitable access for disabled pupils.*

Why we have chosen this objective: We have one pupil in Y2 who requires some use of a wheelchair and a child in EYFS with physical movement difficulties who often requires support.

To achieve this objective we plan to: Ensure appropriate access and exit points so identified children can enter/leave school with their peers and without fuss.

Progress we are making towards this objective: Designated entrance/exit points have been put into place to achieve the objective.

Objective 3: *Increase the understanding, awareness and tolerance of different faiths and beliefs across all pupils and families.*

Why we have chosen this objective: We have a rising number of pupils from ethnic backgrounds.

To achieve this objective we plan to: Implement RE scheme that ensures focus on a range of faiths and is embedded in the teaching timetable appropriately.

Progress we are making towards this objective: RE scheme has been implemented and monitoring is required of its impact.

9. Monitoring arrangements

The Curriculum and Ethos Committee will update the equality information we publish at least every year.

This document will be reviewed by Curriculum and Ethos Committee at least every 4 years.

This document will be approved by Board of Governors.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment