

# Equality Information and Objectives

## Hallaton CE Primary School – JANUARY 2021

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### 1. Aims

Hallaton 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. <https://www.legislation.gov.uk/ukpga/2010/15/contents>
- The Equality Act 2010(Specific Duties) Regulations 2011, which requires schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives.  
<https://www.legislation.gov.uk/ukdsi/2011/9780111512951?view=plain>
- This document is also based on Department for Education (DfE) guidance; The Equality Act 2010 and schools.  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

1. A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions
- Prepare and publish equality objectives
- We will not publish any information that can specifically identify any child

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

Our school is committed to equality both as an employer and a service-provider and we carry out our day-to-day work through our embedded vision and values:

1. We try to ensure that everyone is treated fairly and with respect.
2. We want to make sure that our school is a safe, secure and stimulating place for everyone.

3. We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
4. We recognise that for some pupils extra support is needed to help them to achieve and be successful.
5. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers.
6. We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

### **3. Roles and responsibilities**

The Governors will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including 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 head teacher.

A member of the Governing body will:

- Meet with the head teacher annually 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Meet with a member of the governing body to raise and discuss any issues

All 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**

Hallaton Primary 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.

The school's outcomes and process are monitored to evaluate their impact on different groups and action taken to reduce gaps.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the academy 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. students with disabilities, or students 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 students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school activities).

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

- Publish attainment data each academic year showing how students 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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All students are encouraged to participate in school activities.
- We also work with parents to promote knowledge and understanding of different cultures
- 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

## **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 students with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality objectives**

At Hallaton CE Primary School we aim for our children to;

- Reach their full potential
- Develop a positive self-image
- Be responsible and make informed choices

We will;

- Provide a supportive and caring environment
- Promote high achievement
- Encourage independent learning

Our Priorities for our children and young people are;

- narrowing the attainment gap between different groups of children and young people in the school
- challenging stereotypes
- ensuring equality of opportunity

Our priorities for our school community are;

- ensuring the involvement of children and young people, parents and carers from all backgrounds in the life of the school
- ensuring access to information e.g. translation or assistance wherever possible
- to promote spiritual, moral, social and cultural development through all appropriate curricular opportunities with particular reference to issues of equality and diversity.
- promoting positive attitudes toward diversity implementing equal opportunities principles in all aspects of staffing and employment
- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- Actively close gaps in attainment and achievement between all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children, students from minority ethnic groups and across genders
- Continue to provide opportunities for all parents/carers to participate in the life of the schools.

## **9. Monitoring arrangements**

The Head Teacher will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by the Governor at least every 4 years.

## **10. Links with other policies**

This document links to the following policies:

- [Accessibility plan](#)
- [SEND policy](#)
- [Behaviour policy](#)
- [Risk Assessment](#)