Eastling Primary School

Equality Policy and objectives

Approved by the Governing Body: May 2023

Review date: May 2027

Aims

We aim to be a close school community where everyone is treated fairly and with respect. We want everyone to reach their potential, and recognise that for some pupils extra support is needed to help them to achieve and be successful.

We are required to publish equality information and equality objectives which show how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually.

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

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities and reduce/or remove them.

The Equality Duty covers the following protected characteristics:

- Age

- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion or belief – including lack of belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

Under the Equality Act schools and other public bodies have a specific duty to publish information to demonstrate their compliance with the equality duty, at least annually, and to set equality objectives at least every four years.

The school recognises that we have very specific obligation under 'The General Duty to Promote Racial Equality and The General Duty to promote Disability Equality.' As a matter of good practice and changes to current and future legislation, this document sets out an equality policy whereby we are able to identify our priorities and areas for improvement in the wider context of equality.

Our equality policy will promote and identify issues of inequality relating to the protected characteristics. In particular, we will focus on the monitoring process and we will identify issues impacting on all the above aspects of equality and aim to:

- promote equality of opportunity
- promote good relations
- eliminate unlawful discrimination
- eliminate harassment

The aim of our equality scheme is to enable us to achieve:

- the continuing positive development of policies
- an accessible inclusive learning environment
- a representative workforce at all levels

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

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

We ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day today life of the school.

We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all. Our admission arrangements are fair and transparent, and we do not discriminate against pupils by treating them less favourable on the grounds of their sex, race, disability, religion or belief, sexual orientation or gender reassignment.

Advancing equality of opportunity

We meet our legal duty and live out our guiding principles listed above by:

- Knowing the needs of our school population well and collecting and analysing data in order to inform our planning and identify targets to achieve improvements

- Have procedures, working in partnership with parents and carers, to identify children who have a disability through our pupil admission procedures

- Collecting data and monitoring progress and outcomes of different groups of pupils and using this data to support school improvement. We take action to close any gaps, for example, for those making slower progress in acquiring ARE appropriate literacy and numeracy skills.

- Collecting, analysing and publishing data:

    - On the school population by gender and ethnicity
    - On the % of pupils identified as having a special educational need and/or disability and by their principal need or disability
    - By year group – in terms of ethnicity, gender and proficiency in English;
    - On inequalities of outcome and participation, related to ethnicity, gender and disability and proficiency in English
    - We analyse standards reached by different groups at the end of each key stage:
    - FSM and non-FSM
    - EAL
    - SEN
    - Looked After Children

- We also collect, analyse and use data in relation to attendance and exclusions of different groups.

• We use a range of teaching strategies that ensures we meet the needs of all pupils. We provide support to pupils at risk of underachieving

• We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between, for example:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys

We ensure equality of access for all pupils to a broad and balanced curriculum, removing barriers to participation where necessary.

Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives are published and communicated throughout the school, including to staff, pupils and parents.
- Ensure that the equality information is updated at least every year, and that the objectives are reviewed and updated at least every four years.
- Delegate responsibility for monitoring the achievement of the objectives to the Headteacher.

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 the governors.

Staff will:

- Always act and behave in a way that is consistent with the aims and objectives of the policy

Monitoring arrangements

The Headteacher and governing body will update the equality information we publish, at least every year.
This document will be reviewed at least every 4 years.
This document will be approved by the governing body.

Links with other policies

This document links to the following policies:

- Attendance Policy
- Child Protection Policy
- Complaints Policy
- Behaviour Policy
- Home School Agreement
- SEND

Equality Objectives

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups.
- Improve the quality of support for pupils in all vulnerable groups in the classroom.
- Improve the attendance rates of disadvantaged pupils to meet a target of 95% in line with all pupils.