Equality information and objectives statement

Fringford C of E Primary School

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 3
7. Equality considerations in decision-making 4
8. Equality objectives 4
9. Monitoring arrangements 5
10. Links with other policies 5

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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
- 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 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 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.

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 LGBTQ+ 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 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:

- Analyze attainment data each academic year showing how pupils with different characteristics are performing to determine strengths and areas for improvement
- 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 potential tensions between different groups of pupils within the school. For example, our school council is representative of the whole school. 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

These considerations are recorded at the same time as the risk assessment when planning school trips and activities.

8. Equality objectives

1. Eliminating Unlawful Discrimination:

- **Protecting against discrimination:**

  We ensure that no pupil is treated less favourably or discriminated against based on their age, disability, race, religion, beliefs or gender.

- **Preventing harassment and victimisation:**

  We ensure an environment free from harassment and bullying, ensuring that pupils feel safe and respected.

- **Addressing discrimination in all aspects of school life:**
  This includes curriculum, teaching practices, extracurricular activities and school policies.

2. Advancing Equality of Opportunity:

- **Providing equal access to resources and opportunities:**

  We ensure that all pupils have the same opportunities to learn, participate in activities and achieve their full potential.

- **Addressing any barriers to access:**

  We provide support for pupils with disabilities, offering language support for students from diverse backgrounds and providing appropriate resources for students from disadvantaged backgrounds.

- **Promoting diverse perspectives:**
  We encourage pupils to engage with a range of perspectives and experiences, fostering understanding and empathy.

3. Fostering Good Relations:

- **Promoting respect and understanding:**

  We cultivate a culture of respect for differences, encouraging pupils to appreciate the diversity of the school community and the wider world.

- **Addressing bias and prejudice:**

We proactively address any instances of bias or prejudice, promoting tolerance and inclusivity.

- **Celebrating diversity:**
  We celebrate different cultures, religions and backgrounds, creating a sense of belonging for all pupils.

9. Monitoring arrangements

The governing body will review the equality information we publish every year.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments