



# **Equality Information and Objectives (public sector equality duty) statement for publication**

Reviewed – Autumn 2022, Autumn 2023, Autumn 2024, Autumn 2025

Next Review – Autumn 2023, Autumn 2024, Autumn 2025, Autumn 2026

Legislation: The Equality Act 2010 and the Equality Act 2010 (specific duties) Regulations 2011

## **1. Introduction**

The Governing body is committed to the principle of equality of opportunity for all in employment and in the provision of teaching and learning. We take pride in our increasingly diverse community and all the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can fully take part in the social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

## **2. Statement of Intent**

The Governing Body recognises that certain groups in society have historically been disadvantaged on account of unfair or unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community we serve and our workforce. The Governing Body intends to achieve all its targets in respect of the equalities agenda and become recognised as a leader on equalities.

## **3. Our Aim**

We want to see a strong, sustainable and cohesive community in our school. Our School vision upholds the principle of opportunity for all in employment and in the provision of teaching and learning.

*In our school we believe every person is unique and valuable, created by God to flourish and thrive in community. We seek to provide the best education for all,*

*enabling everyone to reach their potential. We aim to model a world which is peaceful, just and loving through our relationships with God and with other people.*

We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unfairly or unlawfully discriminated against.

Our aims are to:

- promote equality of opportunity
- eliminate unfair and unlawful discrimination and
- promote good relations between people from different backgrounds

#### **4. How will we deliver our commitment?**

The Governing Body has adopted the following principles:

- we recognise the value of diversity within the community, our workforce and our children and the contribution made by people from different backgrounds.
- we are committed to ensuring that teaching and learning meet the varied needs of pupils in our care;
- we will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community

Our commitment is supported by a legal duty to provide learning and employment opportunities fairly, without unfair or unlawful discrimination. We believe we have a strong moral and social duty to recognise any unfair or unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.

#### **5. Objectives**

##### **5.1 Accessible services and partnerships:**

- Where appropriate we will work with other organisations and local voluntary and community groups to provide teaching and learning and access to employment which promote equal opportunities to all by:
  - Building on good practice
  - Consulting with and involving the local community
  - Providing accessible information and ways for people to comment
  - Carrying out equality impact assessments of new and existing policies and practices to make sure that they do not unlawfully discriminate against anyone
- Removing barriers which deny people access to our school community

- Using our powers to make sure that organisations providing services on our behalf work in line with this statement
- Promoting an environment which gives all pupils an equal chance to learn and live free of unlawful discrimination and prejudice, all staff to work and live free of unlawful discrimination and prejudice
- Take steps to build an inclusive and cohesive school community

## **5.2 Equal and appropriate treatment in employment, training and recruitment opportunities:**

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

This will be achieved by:

- Developing a workforce which reflects the community at all levels
- Making sure that all employees understand their responsibilities under this statement
- Making sure that all employees know about their rights of protection from unfair or unlawful discrimination, harassment, bullying or victimisation
- Developing and promoting policies which give everyone equal access to employment and opportunities
- Setting performance targets so we can measure our progress

## **6. Responsibilities**

The Governing Body is an equal opportunities employer and provider of teaching and learning. In order to support this public commitment, all staff play a key role in ensuring that provision does not give rise to unfair or unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

The Governing Body are expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Governing Body and potentially constitutes misconduct.

Leaders of the school are expected to:

- be at the forefront of best practice on equalities within their respective areas
- set equality targets, monitor outcomes and develop relevant action plans

- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider school community
- raise equality-related issues with their staff
- encourage leadership on equalities amongst their staff and other providers
- establish monitoring systems
- report to governors on the results of assessments, consultations and monitoring
- train staff on equalities issues
- consider better access for people with disabilities
- monitor provision by contractors and other external providers
- have evidence of consultation carried out with staff and the school community
- make guidance readily available to staff

## **7. Implementation**

The commitment will be implemented through our equality policy.

The policy sets out the arrangements for taking action on individual tasks that will help deliver the broad aims set out in this statement. We will set clear deadlines and give responsibility to named leaders/managers who will be accountable for implementation of the given tasks.

With the help of feedback from employees and the wider community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary steps.

### **Objectives (In line with School Development Plan 2024-2025).**

Our Equalities objectives are evaluated yearly by the Head Teacher and Governing Body. Our three objectives are:

#### **Priority 1 (on-going)**

**To support children who are new to the UK with English as an additional language (EAL) to feel socially and emotionally equipped to build relationships and to be ready to learn.**

To achieve this objective we intend to:

- Continue to develop and up-skill our EAL lead member of staff
- Implement the Bell Foundation assessment model across school

- Use accurate AFL strategies to inform the support, teaching and resources to enable all children to access their learning
- Provide CPD opportunities for staff to raise confidence, knowledge and skill
- Create bespoke programmes of intervention using rich high-quality texts from a wide variety of cultures to inspire and ignite a love of reading and writing for different purposes.
- Develop vocabulary rich environments
- Begin the Well-being award for schools

## **Priority 2**

**To develop the well-being of all members of our school community ensuring our school is a safe environment for pupils to speak and learn about difficult/ current issues, building a culture free of prejudice.**

To achieve this objective we intend to:

- Undertake the Well- being award for schools
- Establish well- being champions
- Ensure all children can access resources both in English and in their home language if needed
- Ensure our resources are up to date
- Develop understanding of the protected characteristics
- Plan activities into our curriculum that promote the awareness of mental health and well- being and celebration of equality and diversity among pupils, staff and parents/carers
- Use pupil and parent voice

## **Priority 3 (on-going)**

**To promote British values and Social, Moral, Spiritual and Cultural development through appropriate curriculum opportunities ensuring equality and diversity for all children.**

To achieve this objective we intend to:

- Ensure all extra-curricular activities are actively promoted for all children
- Ensure our curriculum is diverse and promotes positive attitudes to all faiths, race, religion and cultures.
- Develop our collective worship and SMSC assembly plans to include all faiths, race, religion and the celebration of cultural events over the course of the year.
- Set out a calendar of events that reflect the religious and cultural diversity of the school community.
- Use surveys to give families a voice and to reflect on the offer of community events.