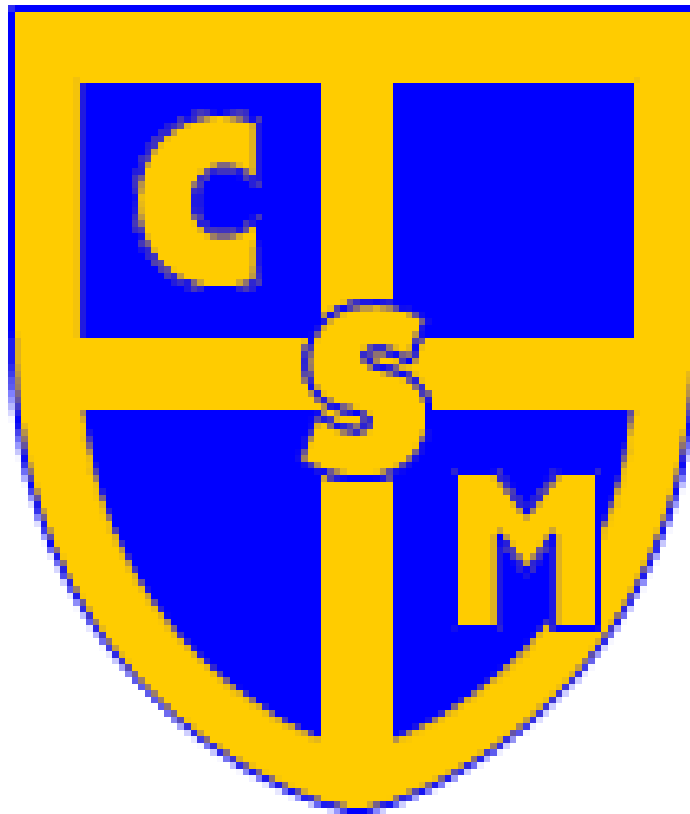


Equality Information and Objectives

Creech St Michael Church of England Primary School



Approved by:

Date:

Last reviewed on:

Next review due by:

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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](#).

This document also complies with our funding agreement and articles of association.

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 among 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.

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 that 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

8. Equality objectives

Objective 1	
Objective:	To improve the progress and attainment of all disadvantaged pupils so that the difference between their outcomes and those of other pupils nationally decreases
Aim:	To decreased the academic gap between pupil premium children and all other children.
Action:	To achieve this objective, the school will: • Continue with termly standards meetings with leadership and teaches, based on data packs that have key focus on progress and attainment of disadvantaged children • Continue to review and execute the Pupil Premium Strategy • Data reports monitored by governors
Responsibility:	SLT; PP Lead and subject coordinators.
Affected parties:	Disadvantaged pupils
Timescales:	Ongoing and according to the action plan.
Success criteria:	The progress of disadvantaged pupils will improve the and the attainment gap between disadvantaged pupils and other pupils will decrease.
Review:	At each data collection point in our assessment calendar.

Objective 2

Objective:	To ensure that the curriculum provides opportunities for pupils to learn to value themselves and their bodies.
Aim:	To ensure that curriculum covers relationships and sex education at an age appropriate level and takes LGBT people into account.
Action:	• To review the RSE provision provide to the children in all year groups. • PSHE lead to conduct pupil voice and learning walks • Staff questionnaires • Audit of resources • Close monitoring of PSHE planning and progression • Some worships will explore the importance of inclusivity, dignity and respect for all.
Responsibility:	PSHE Lead & Class Teachers
Affected parties:	All children
Timescales:	Summer 2023
Success criteria:	To encourage all pupils to value themselves and their bodies.
Review:	Termly basis

Objective 3	
Objective:	To provide training for all staff to support with challenging all forms of bullying.
Aim:	To provide training for all teaching and non-teaching staff (including teaching assistants church school workers and midday supervisors) are trained to recognise and understand how to challenge types of bullying including homophobic, biphobic, transphobic language and behaviour (HBT).
Action:	• All staff will have confidence in supporting and addressing child on child abuse • Ensure that every incident of HBT is taken seriously and recorded • All staff will understand recommended paths of referrals to more specialised support. • To ensure that certain staff members are able to offer appropriate pastoral support • On the governing body there will be a nominated lead governor on safety and behaviour, which will include homophobic, biphobic, transphobic language and behaviour.
Responsibility:	All staff of the school
Affected parties:	All children
Timescales:	Summer 2023
Success criteria:	Staff will have the knowledge and confidence to address any form of child on child abuse.
Review:	On a termly basis

Objective 4	
Objective:	To gain further understanding of gender reassignment to support children who have gender dysphoria and their families
Aim:	To attend training and research further gender reassignment.
Action:	• Identify appropriate training for staff to attend • Disseminate this training to other staff members • Information to be shared with all teaching and non-teaching staff, and this information to be shared with families
Responsibility:	SENCo and ELSA
Affected parties:	All children
Timescales:	Summer 2023
Success criteria:	Key staff to be upskilled in recognising and supporting pupils
Review:	Termly basis

Objective 5

Objective:	To help pupils who are anxious or going through difficult circumstances to feel support and able to feel safe and secure in school.
Aim:	For pupils to feel safe and secure in school.
Action:	• Continue to offer support to children via ELSA and non-teaching staff • Liaise with outside agencies • Support teachers and non-teaching staff with training opportunities reflective of the children in their class • Ensure that the curriculum provides opportunities to create awareness of anxiety, valuing their bodies and themselves
Responsibility:	Headteacher, SENCo and ELSA
Affected parties:	All pupils
Timescales:	Ongoing
Success criteria:	More children will feel happy and secure in school and have an understanding of where they can seek support.
Review:	On a termly basis

9. Monitoring arrangements

The vulnerable committee will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by the vulnerable committee including the head teacher at least every 4 years.

This document will be approved by governing board.

It is a requirement that this document is reviewed and report on annually

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Curriculum Policy
- Health and Safety Policy
- Pupil Premium Strategy