

Equality Aims & Objectives



Equality Aims & Objectives Policy

1. Strategy

Legislation

- 1.1 The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:
- Eliminate discrimination;
 - Advance equality of opportunity; and
 - Foster good relations.

- 1.2 Blakedown CE Primary School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

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

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

- 1.3 In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties.

These are to:

1.3.1 Publish equality information - to demonstrate compliance with the general duty across its functions - we will not publish any information that can specifically identify any child.

1.3.2 Prepare and publish equality objectives which we will do on an annual basis.

1.3.3 In order to do this effectively 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; and
- Prejudice related incidents.

- 1.4 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.
- 1.5 We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion (see *Community Cohesion Policy*) and recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.
- 1.6 We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

2. Policy

Blakedown CE Primary School's Equality Information and Objectives Policy draws together all previous equality legislation and details how the School is fulfilling the requirements of the Act.

3. Strategy

3.1 Our Ethos

The family that is Blakedown ensures that all members of the school community:

- Feel safe, valued and cared for;
- Are appreciated and valued for their individual uniqueness and that personal and individual gifts are nurtured.
- The our special Christian identity is demonstrated in the values we share and in the relationships that all members of the school community have with one another;
- We are inclusive and welcoming towards others regardless of differences;
- All individuals are respected, supported and nurtured.
- Are given the tolerance, understanding and forgiveness that we expect for ourselves.

3.2 Addressing Prejudice Related Incidents

Blakedown CE Primary School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The LA may provide some support.

3.3 Objectives

In achieving compliancy with the Act, objectives are set annually. Detailed below are the School's current set of overriding objectives.

Objective Group	Objective
Pupil Achievement	<ul style="list-style-type: none"> ▪ All pupils are assessed, monitored and tracked through our tracking system. ▪ Under-achievement is identified and appropriate intervention is applied. ▪ Pupils are able to participate in a full range of extra-curricular opportunities.
Behaviour and Safety	<ul style="list-style-type: none"> ▪ Pupils respect one another. ▪ Pupils feel safe and valued. ▪ Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	<ul style="list-style-type: none"> ▪ All pupils experience 100% 'good or better' lessons.
Leadership & Management	<ul style="list-style-type: none"> ▪ The staff and governing body reflects the diversity of the School community. ▪ No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. ▪ A nominated member of the SLT - the SENDCo is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

3.3.1 The School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

3.3.1.1 increasing the extent to which disabled pupils can participate in the curriculum;

3.3.1.2 improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and

3.3.1.3 improving the availability of accessible information to disabled pupils.

3.3.2 The School's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

3.4 Responsibility

3.4.1 We believe that promoting equality is the whole School's responsibility.

3.4.2 How does the Blakedown CE Primary School eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it.

Blakedown CE Primary School does this by measures that include:

3.4.2.1 for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);

3.4.2.2 for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;

3.4.2.3 PSHCE, SRE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles and SMSC development;

3.4.2.4 employing specialist staff to support pupils with special needs or disabilities, and implementing the School's disability access plan;

3.4.2.5 monitoring of welfare, with intervention and support where required;

3.4.2.6 taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
Governing Body	<ul style="list-style-type: none"> ▪ Involving and engaging the whole School community in identifying and understanding equality barriers and in the setting of objectives to address these. ▪ Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. ▪ Ensuring that staff have access to appropriate training and resources.
Headteacher	<ul style="list-style-type: none"> ▪ As above including: ▪ Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the School in carrying out its day to day duties. ▪ Ensuring that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Leadership Team	<ul style="list-style-type: none"> ▪ To support the Headteacher as above. ▪ Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Teaching Staff	<ul style="list-style-type: none"> ▪ Help in delivering the right outcomes for pupils. ▪ Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. ▪ Design and deliver an inclusive curriculum. ▪ Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Support Staff	<ul style="list-style-type: none"> ▪ Support the School and the governing body in delivering a fair and equitable service to all stakeholders. ▪ Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. ▪ Support colleagues within the School community. ▪ Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents	<ul style="list-style-type: none"> ▪ Take an active part in identifying barriers for the School's community and in informing the governing body of actions that can be taken to eradicate these. ▪ Take an active role in supporting and challenging the school to achieve the commitment given to the School's community in tackling inequality and achieving equality of opportunity for all.
Pupils	<ul style="list-style-type: none"> ▪ Supporting the School to achieve the commitment made to tackling inequality. ▪ Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	<ul style="list-style-type: none"> ▪ Take an active part in identifying barriers for the School community and in informing the governing body of actions that can be taken to eradicate these. ▪ Take an active role in supporting and challenging the School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

3.6 The School's Equality Objectives

While aiming to improve continuously the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, Blakedown CE Primary School has established the following objectives for the period 2021-2025:

- 3.6.1 to raise attainment so that the percentage of boys and girls achieving ARE is equivalent.
- 3.6.2 to expect pupils from all groups to make at least expected progress from their starting points and to reach ARE.

4. Monitor and Review

The policy is applicable to all pupils. The School will review this policy annually and update at least every four years. The policy will be promoted and implemented throughout the School.

Linked policies: Equality; SEND; Accessibility