



Learning for Life

**LONGLEAZE
PRIMARY SCHOOL**

Equality information and objectives

2017-2021

Approved by: Laura Oakes

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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](#).

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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher:

The equality link governor is Emma Flack. She will:

- Meet with the designated member of staff for equality every year and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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

The designated member of staff for equality is Ceri Seal. She will:

- Support the head teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every year to raise and discuss any issues.
- Support the head teacher in identifying any staff training needs, and deliver training as necessary

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. For example, our Code of Conduct prohibits a member of staff grouping pupils by any protective characteristic including gender.

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 school's approaches to ensure it complies to the Equality Act 2010, as part of their induction, and all staff receive annual refresher training

The school has a designated member of staff for monitoring equality issues (Ceri Seal), and an equality link governor (Emma Flack). They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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).
- 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 extra-curricular activities).

In fulfilling this aspect of the duty, the school will:

- Regularly monitor attainment and progress data every term, for different school groups, including boys/girls, EAL/Not EAL and disadvantaged pupils.
- Analyse the above data to determine strengths and areas for improvement and implement actions as a result.

- Record any incidents or issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school's values, which include tolerance, kindness, respect and fairness help 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: *to ensure that there is a greater representation of religious groups leading whole school assemblies.*

Why we have chosen this objective:

There are a number of different religions represented at Longleaze School, including Judaism, Hinduism, Sikhism and Islam. Despite this, the main religious groups in the local community are Christian. Currently, every fortnight, a local Christian group (Open the Book) lead an assembly teaching children stories from the Christian bible. The school aims to re address the balance of different religions it exposes pupils to during whole school assemblies.

To achieve this objective we plan to:

- 1) Forge links between the school and members of different local religious groups in the community.
- 2) Include regular assemblies, led by members of these local groups on the school's assembly rota.

Progress we are making towards this objective:

Objective 2: to celebrate the increasing diversity within the school, raising the profile of different cultures and religions.

Why we have chosen this objective:

The diversity within our school continues to grow. We have an increasing number of cultures and religions represented within every year group. Our values include respect and tolerance. Celebrating the range of cultures and religions, together with parents and carers, will help to develop these values further within school and at home.

To achieve this objective we plan to:

- 1) run a "Diversity week", during which each class in the school will study a different country or a different religion. During the week, pupils will have a chance to share what they have learnt with pupils from different classes.
- 2) Invite parents and carers from different religions and cultures to share aspects of their religion or culture with the pupils e.g. food, music, art.
- 3) celebrate the work carried out during this week by displaying photographs and pieces of writing linked to diversity on a display board and on the school's website.

Progress we are making towards this objective:

9. Monitoring arrangements

The head teacher will update the equality information we publish, [described in sections 4-7 above], at least every year.

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

This document will be approved by the head teacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Code of Conduct