

# Ingleton C of E Primary School



## Equality Information and Objectives

**Last reviewed on:** April 2021

**Next review due by:** April 2022

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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 Academy Council 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 Headteacher.

The equality link Academy Councillor is Mr Bill Deakin. He will:

- Meet with the designated member of staff for equality every term, 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 Academy Council regarding any issues.

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to Academy Councillors.

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 Academy Councillors 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 year. The school has a designated member of staff for monitoring equality issues, and an equality link Academy Councillor. They regularly liaise regarding any issues and make senior leaders and Academy Councillors 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, 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, Relationships, Sex & Health Education (RSHE) 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; working with our 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.

## **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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## **8. Objectives**

Our equality objectives are:

1. To address gender stereotypes through the curriculum, outdoor play, visits and visitors. This will be monitored through the observation of changes in pupil behaviour and attitudes.
2. To encourage an understanding of different cultural backgrounds through the curriculum, resources, visits and visitors.
3. To increase empathy and understanding of different age groups within our school community.

**We will update our equality objectives every four years and publish them on our school website.**

**We will review progress on these objectives annually and this paperwork will be held within school.**

## **9. Monitoring**

The Head Teacher will update the equality information we publish, at least every year.

This document will be reviewed at least every 4 years.

This document will be approved by the Academy Council.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Managing medication in school

## 11. Equality Information:

### Staff:

Age	11 employees aged between 21 - 70.
Disability	11 staff - 0% of staff record a disability. We would ensure reasonable adjustments are made where possible when necessary.
Gender reassignment	No staff member. We would support any staff member undergoing gender reassignment.
Marriage & civil partnerships	Figures change - we comply with our equality duty Current figures are 55%
Pregnancy and maternity	Figures change - we comply with our equality duty Current figures are 9%
'Race' / ethnicity	11 staff - 100% White-British
Religion and Belief / no belief	Staff gave information - we comprise of Christian, Church of England / no belief
Sex - male/female	11 staff - 91% (10) female    9% (1) male
Sexual orientation	We support all staff members regardless of sexual orientation

## Pupils:

Age	3 - 11
Disability	2 pupils record a disability.
SEND	17.2%
Statements / EHCP's	2 with EHCP's
Gender reassignment	We would support any pupil undergoing gender reassignment or questioning their gender but have none on record.
Marriage & civil partnerships	n/a
Pregnancy and maternity	n/a
'Race' / ethnicity	100% White-British
EAL	1 child with English as an additional language
Religion and Belief / no belief	Christian, Church of England, Roman Catholic, Methodist, Buddhist, agnostic, no belief and other
Sex - male/female	45% (26) female      55% (32) male
Sexual orientation	We support all pupils regardless of sexual orientation
FSM	3%
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	3% Looked After Children