

## Equality Information and Objectives

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### Contents

1. Aims	3
2. Legislation and guidance	3
3. Roles and responsibilities	3
4. Eliminating discrimination	4
5. Advancing equality of opportunity	4
6. Fostering good relations	5
7. Equality objectives	5
8. Monitoring arrangements	6
19. Links with other policies	6

### 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 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 headteacher

The headteacher will:

- 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
- Promote knowledge and understanding of the equality objectives amongst 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 7.

### **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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every two years.

### **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, 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 objectives

**Objective 1:** *To monitor the attainment of pupils in EYFS and address the gender gap in attainment*

Why we have chosen this objective: Data led

To achieve this objective we plan to: continue to adapt the curriculum, provide boy mentoring

Progress we are making towards this objective:

11.2019: still planning for the gender gap, new initiatives - Focused gross motor support to develop pupils' control as a precursor to writing. Drama sessions to develop talk.

11.2020:

No data from summer 20 due to COVID 19

**Objective 2:** *Monitor and increase participation of girls in sport at North*

Why we have chosen this objective: This Girl Can National Campaign

To achieve this objective we plan to: Offer a broad range of sporting clubs and PE during school time

Change the school uniform to make access to sport easier

Increase fitness through the daily mile

Increase participation in competitions

Progress we are making towards this objective:

11.2019: Broad range of clubs in place, broad range of competitions entered, Gold Sportsmark  
Daily mile in place

11.20: Daily mile and PE lessons in place + staff training. During the pandemic, clubs and competition were on hold. However, the following was put into place:

Home Learning:

Afitar - activity app

Joe Wicks - PE with Joe - Youtube

Featherstone SSP PE at Home - Youtube

Go Noodle

In School

Normal PE lessons continued with new scheme of work

Featherstone SSP virtual competitions - (experts came in and did activities with each KS2 year group and scores were compared with other schools in the sports partnership/borough/London).

**Objective 3:** *Train teachers on site, in order to allow teachers without the finance to complete a PGCE to teach*

Why we have chosen this objective: to train and recruit teachers

To achieve this objective we plan to: Train teachers using the TES scheme

Progress we are making towards this objective:

11.2019

3 teachers have qualified, 1 is awaiting the final assessment

3 teachers are undertaking training

5 are awaiting training

Of these teachers 6/12 are BAME (an underrepresented group in teaching)

11.2020

4 qualified - 3 BAME, 1 Other

2 almost qualified 1 BAME, 1 Other

4 undertaking training 1 BAME, 2 Other

4 pretrainees 2 BAME, 2 Other

7/14 BAME

**Objective 4:** *Across the school curriculum, visits to places of worship from different religions are planned to increase knowledge and tolerance*

Why we have chosen this objective: To promote 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 education and other curriculum areas.

To achieve this objective we plan to: Visit different places of Religious worship across the school years

Progress we are making towards this objective:

Achieved 11/2019

11.2020: This objective is on hold due to Covid-19

### **Objective 5**

*Provide breakfast for pupils and food parcels and vouchers for families and children in need*

Why we have chosen this objective: to ensure that all children are fed at least 2x a day/alleviate the extreme poverty of some of our families

To achieve this objective we plan to: link to Magic Breakfast, Food share, Food Bank

Progress we are making towards this objective: Achieved 11/2019

11.2020: Suspended due to Covid-19. Welfare Officer worked closely with community links to ensure that food parcels and vouchers were delivered to families during the pandemic, including during lockdowns.

### **9. Monitoring arrangements**

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

This document will be reviewed by the governing body at least every 4 years.

This document will be approved by the Governing Body of North Primary

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

This document links to the following policies:

- Accessibility plan
- Risk assessment