

# Equality Statement



**Eslington Primary School**

*we aim high and learn together*

**2021**

## 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

## 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.

## Roles and responsibilities

The governing body will:

- ✓ Ensure that the equality information and objectives as set out in this statement are published and communicated throughout Eslington Primary 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 daily to the Head of School.
- ✓ Ensure staff are familiar with all relevant legislation and the contents of this document
- ✓ Governors will attend appropriate equality and diversity training

The Head of School will:

- ✓ 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 8.

## Eliminating discrimination

The staff team at Eslington Primary School are aware of their obligations under the Equality Act 2010 and comply 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 September.

Eslington Primary Schools governing body will regularly liaise regarding any issues and make senior leaders and appropriate professionals aware of these as appropriate.

## Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, staff at Eslington Primary School aim 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, relevant staff at Eslington Primary 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.
- ✓ 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

### **Fostering good relationships**

The staff team at Eslington Primary School aim 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 Eslington Primary 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 Eslington Primary School's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

### **Equality considerations in decision-making**

At our school, we ensure we have due regard to equality considerations whenever significant decisions are made.

We always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, Eslington Primary School staff consider whether the trip:

- ✓ Cuts across any religious holidays
- ✓ Is accessible to pupils with disabilities
- ✓ Has equivalent facilities for boys and girls

### **Monitoring arrangements**

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

This document will be reviewed by a member of the Senior Leadership Team at least every 4 years.

This document will be approved by the Executive Headteacher and Governing body.

# Equality Objectives 2021

## **Objective 1**

To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the school's responsibility to adhere to this legislation.

## **Objective 2**

To continuously review and enhance the curriculum so that it represents a diverse culture and society and encourages tolerance and respect. Including ensuring that every child has an equal right to access our curriculum regardless of race, gender, age, sexuality or special need.

## **Objective 3**

To monitor assessment data at regular intervals to ensure that children are not being disadvantaged by belonging to a protected group. Examples of this could be:

- Narrow the gap between attainment of PP and non PP by achieving the end of year target percentages in each cohort. Although this is not a protected characteristic it is an important feature of our school population and supports equality of opportunity.
- Narrow the gap between attainment of boys and girls by achieving the end of year target percentages in each cohort.
- Narrow the gap between attendance of protected groups, in particular our pupils identified with SEN and those in receipt of Pupil Premium funding.

## **Objective 3**

Continue to monitor the incidences of the use of homophobic, sexist, bullying and racist language by pupils in our school. If such incidences arise educate young people through our curriculum and support so that they understand and respect other people's views and beliefs.

## **Objective 4**

To improve knowledge, skills and attitudes of our pupils to enable them to value differences and diversity within the community and to ensure all our stakeholders understand our inclusive ethos both for our local and wider community

## **Objective 5**

To promote mental health awareness of everyone involved in the Eslington Community by embedded the 'whole school approach'.