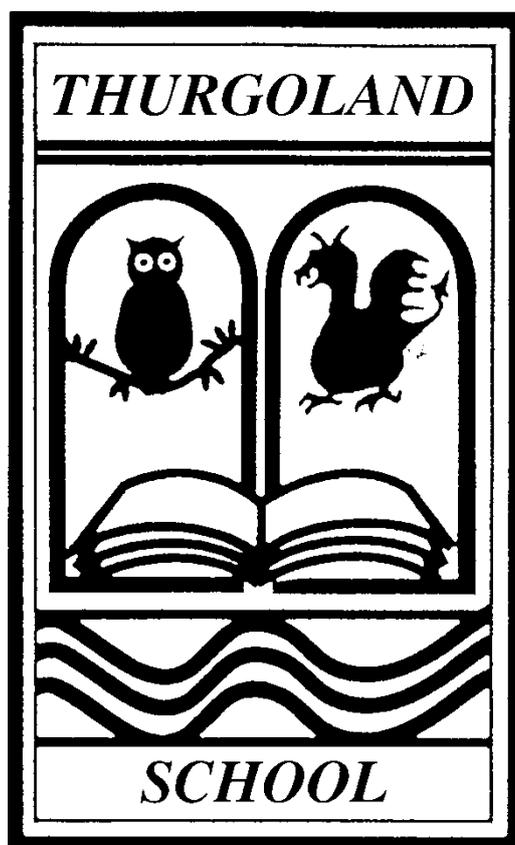


# Equality information and objectives

## Thurgoland CE Primary School



Approved by the governing body

Date: 24.9.18

Next review due by: Autumn 2022

## Contents

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

---

### 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:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils

- Monitor success in achieving the objectives and report back to governors
- Identify 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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

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

The school has a designated member of staff for monitoring equality issues, and an equality link governor. 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 for example pupils with disabilities.
- Taking steps to meet the particular needs of people who have a particular characteristic .
- Encouraging people who have a particular characteristic to participate fully in any activities for example encouraging all pupils to be involved in the full range of school societies.

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

- Analyse attainment data to identify how particular groups are performing
- From this analysis, strengths and areas for improvement will be identified and actions implemented as necessary.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

## 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. In art pupils will study artists from around the world. In history pupils will study significant historical figures from across the world. Figures studied will be from a range of different ethnic backgrounds and will hold a variety of religious beliefs.
- 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 and beyond, for example visits to a Sheffield mosque.

- 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 completion and after school clubs. Pupils are encouraged to work and play with children from different year groups, and this is supported by our Sports Leaders and Peer Mediation programmes.

## 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 monitor the achievement of groups including disadvantaged, gender, pupils and SEND groups and ensure additional support is in place to narrow any identified gaps.*

**Why we have chosen this objective:**

To narrow gaps between groups and ensure all pupils reach their potential.

**To achieve this objective we plan to:**

Include this objective on the school improvement plan

Planned actions to support the progress and attainment of girls in maths at KS 2 and boys in English at KS 1

Progress towards this will be monitored regularly by the maths coordinator and SLT.

**Progress we are making towards this objective:**

Steps already taken have been effective in enabling a number of girls who were falling behind to catch up.

SENDCo is monitoring progress of SEND pupils.

**Objective 2:** *To increase levels of parental engagement and pupil access to extra-curricular activities to ensure fair access for all.*

**Why we have chosen this objective:**

High level of engagement in extra-curricular and sports activities amongst some year groups. There are a small number of pupils not yet engaged who we aim to reach.

Enjoy working with a dedicated group of parents - fundraising and volunteering in school, attend parent workshops. We would like to aim to broaden this to a larger number of parents.

**To achieve this objective we plan to:**

Aim to increase access to extra-curricular clubs and broaden activities on offer to appeal to all pupils particularly the younger pupils in the school.

Increase parent involvement in school life through additional parent workshops

Progress we are making towards this objective:

High levels of engagement in some year groups already

## 9. Monitoring arrangements

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

This document will be approved by governing body.

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

This document links to the following policies:

- Accessibility Plan
- Equality Policy