

## Equality Statement and Objectives 2024

This policy is available to parents and prospective parents on the school's website and by request from the School Office. If you require a copy of this document in large print or audio format, please contact the School Office.

**Policy Review Information:**

<b>Policy</b>	SHPA Equality Statement and Objectives
<b>Review schedule</b>	Every 4 years
<b>Statutory Policy</b>	Yes
<b>Policy owner</b>	Principal
<b>Lead Reviewer</b>	Principal
<b>Approver and date of last approval</b>	Principal, 02/2024

<b>Key review dates</b>	<b>Changes made</b>
09/2019	Written
02/2023	DPA policy aligned to SHPA branding for September '23 opening
2/2024	Objectives updated
Next review due January 2028	

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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 Principal.

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

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. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive information on the Equality Act as part of their induction through the school handbook.

#### **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 clubs)

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
- 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 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

Characteristic	Objective	Success Criteria	Date for review
Sex	To ensure that boys and girls have equality of opportunities in the classroom, the curriculum and for all opportunities.	All of the children in the school feel accepted and that they belong. All individuals promote and model respect for each other and our rights. Attainment outcomes for groups monitored and support established to ensure all groups make good progress.	Data 3x per year
Race	To have high expectations of all ethnic groups	All of the school community feel accepted, that their identity is celebrated and that they belong in the school, the local and global community. All individuals promote and model respect for each other.	ongoing



		<p>The curriculum has been audited to ensure that children are represented throughout.</p> <p>Attainment monitored and support established to ensure all groups make good progress.</p>	
Disability	<p>To ensure that all staff are aware of and understand disabilities, how to identify them and how they can be supported within and beyond the school.</p> <p>To ensure that all disabled pupils, staff and parents or carers have all reasonable adjustments made for them even when other members of staff or pupils feel that they are being treated more favourably,</p>	<p>All of the school community feel accepted, that they belong in the school, the local and global community.</p> <p>All individuals promote and model respect for each other.</p> <p>Staff, pupil, parent ad community voice reflect the inclusive ethos that celebrates diversity and equality in our vision and values.</p> <p>Attainment outcomes for groups monitored and support established to ensure all groups make good progress.</p> <p>Pastoral team will support children with social, emotional and mental health needs, including attachment difficulties.</p> <p>Training to be provided on disability awareness.</p> <p>Children with a disability plan that includes a medical need, will have a Health care plan developed with parents and reviewed at least annually.</p>	<p>Pupil survey</p> <p>Staff survey</p> <p>Parent survey</p> <p>Annual SEND information report</p> <p>Termly pupil progress reports</p>
Religion and belief	<p>To facilitate an open respect for different faiths and beliefs in the school community</p> <p>Promote a deep understanding of our pupils and communicating in the realities of a multi cultural Britain.</p>	<p>Actively celebrate a diversity of faith/belief events and holidays.</p> <p>All of the school community feel accepted, that their identity is celebrated.</p> <p>All individuals promote and model respect for each other.</p>	<p>Ongoing see assembly plan and diary</p>
Sexual orientation	<p>To ensure that we are accepted as individuals and know that we belong in an</p>	<p>All of the school community feel accepted</p>	<p>ongoing</p>

	open and supportive environment		
Pregnancy and maternity	To ensure all personnel reflect the duties within the requirement of the Equality Act	Staff are not discriminated against for promotion if they are parents, maternity program and KIT days support progression when career gaps are taken	ongoing

### 9. Monitoring arrangements

This document was originally taken from the 2019 DPA Equality Statement and Objectives. Please see the policy review information table at the start for review details.

### 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment