



# Eton Porny C. of E. First School Policy Document

## EQUALITY INFORMATION AND OBJECTIVES

<b>Category:</b> Statutory	<b>Approved by Head Teacher:</b> <i>E Stanford-Smith</i>
<b>For Review By:</b> Headteacher	
<b>Review Schedule:</b> 4 yearly (annual re: objectives)	<b>Overviewed by LGB:</b>
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*We are all created unique and special.*

*He made us all perfect having our own uniqueness.*

*1 Peter 4:10-11 "God has given each of you a gift from his great variety of spiritual gifts.  
Use them well to serve one another."*

## Equality Information and Objectives

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### 1. Introduction and aims

Our school is committed to meeting 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 in line with the legislation and guidance (see point 2).

At Eton Porny C of E First School we aim to:

- Challenge and eliminate discrimination and harassment of any kind
- Promote equal opportunities for all pupils by ensuring equal access to the curriculum and physical access for all, within reason

- Deliver high quality education for all pupils
- Promote tolerance, understanding and empathy
- Prepare pupils for full participation in modern Britain
- Create a Christian ethos where individuals are valued within a clear moral framework, to raise achievement and promote self-esteem and mutual respect
- Challenge behaviour and attitudes which impair the achievement of others
- Ensure that equal opportunities permeates all aspects of other policies and practices
- Create a welcoming environment for all visitors including those with disabilities
- Give opportunities to all pupils to discuss all aspects of life including racism, sexism, sexuality and disability

## 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 Headteacher
- Collect, analyse and evaluate a range of data relating to attendance, behaviour, achievement and results from parent/pupil questionnaires. This will ensure that all pupils are making the best possible progress and that no group of pupils is underachieving, and feedback from parents and pupils is used to inform future policies.
- Seek to ensure that people who share a protected characteristic are not discriminated against when applying for jobs at school.
- Welcome all applications to join the school, whatever background or minority group a child may come from.
- Seek to ensure that no child is discriminated against whilst at school on account of their gender, religion or race by ensuring access to the range of curriculum, and with regards to school uniform. Discussions regarding the impact of a child's religion on school uniform will be dealt with individually, sensitively and with respect for each child's cultural traditions

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.

All staff are expected to deal with racist and other bullying incidents in line with school policy; to know how to identify and challenge racial, gender and cultural bias and stereotyping; to support pupils for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work. In our monitoring of behaviour, for example we take note in a recorded incident of each individual child to ensure that any poor behaviour is not linked to discrimination

#### **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)
- 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:

- Share achievement data on a termly basis with governors and school staff showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response
- Have evidence available if required for identifying improvements for specific groups (e.g. declines in behaviour incidents)

#### **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 and PSHE, 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

- Visiting other places of worship during the school year and organising school trips and activities based around the local community
- Establishing partnerships with other schools and specialist organisations through sporting, musical and academic activities so that our children meet pupils of different backgrounds.

## 7. Equality objectives

**Objective 1:** *To identify initial gaps in performance of different groups*

Why we have chosen this objective: To ensure that appropriate interventions and support are in place for those children who require additional support and to ensure the school is in line with the Church’s vision of education for all God’s children.

**Objective 2:** *To ensure that our curriculum including collective worship, promotes understanding, awareness and compassion for others, reflects our community and challenges stereotypes.*

Why we have chosen this objective: To support our overall school commitment to our moral and Christian values

**Objective 3:** *To ensure that displays and other information from all curriculum areas recognise the value of our diverse society and reflect our community.*

Why we have chosen this objective: As an extension of Objective 2, to continue our overall school commitment to our moral and Christian values

**Objective 4:** *To ensure key documents are presented in such a way as to be accessible so that parents, carers and children can interpret the necessary information.*

Why we have chosen this objective: To ensure accessibility to all including those with disabilities, poor literacy or language and cultural barriers.

**Objective 5:** *To ensure a variety of opportunities are given for celebration of achievement events, parent information and consultation meetings.*

Why we have chosen this objective: To ensure there are multiple and varied opportunities for parents to be involved in their children’s learning and celebration of their achievements, so that there is accessibility for all.

## 8. Monitoring arrangements

The governing body will update the equality objectives we publish, described in sections 7 above, 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.

*Should there be any update to any relevant legislation, this will prompt an early review of this policy.*

## 10. Links with other policies

This document links to the following policies:

- |                                 |                          |
|---------------------------------|--------------------------|
| • Accessibility plan            | • Curriculum Policy      |
| • Behaviour For Learning Policy | • Pupil Premium Strategy |
| • Anti-Bullying Policy          | • SEND Policy            |
| • Pedagogy Policy               | • Local Offer            |