



Eton Porny C. of E. First School

EQUALITY INFORMATION AND OBJECTIVES

Category: Statutory	Approved by Head Teacher: <i>E Stanford-Smith</i>
Reviewed By: Helen Wiltshire, November 2024	
Review Schedule: 4 yearly (annual re: objectives)	Overviewed by LGB:
Next Review Date: November 2025	<i>M.Waller and A.Spires</i>

*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."*

1. Introduction and aims

Our school is committed to meeting its obligations under the public sector equality duty (PSED) 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
- Foster 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher
- Meet with relevant staff members, to discuss any issues and how these are being addressed

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. 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 as needed.

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 (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 data referenced to above 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 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 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
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips, visiting other places of worship and activities based around the 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 from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as extra-curricular clubs. We also work with parents to promote knowledge and understanding of different cultures.
- 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 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 identify gaps in knowledge, learning and experiences of pupils*

Why we have chosen this objective: To meet the needs of the varied cohort of children attending Eton Porny. To ensure that provision in place for both the curriculum(including behaviour and wellbeing) and wider development supports all pupils to secure the foundational knowledge and executive function they need to succeed as learning becomes more complex.

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 school vision encompassing our moral and Christian values

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

Why we have chosen this objective: As an extension of Objective 2, to support our school vision encompassing 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 to raise awareness of the community in which we live, sharing information and celebrating in each other's achievements.*

Why we have chosen this objective: To ensure that all pupils and families within our community feel welcome, supported and valued.

9. Monitoring arrangements

The governing body will update the equality objectives we publish, described in section 8 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:

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