

# Equality information and objectives



Dovelands Primary School

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|---------------------|----------------|------------------|
| Approved by:        | Governing Body | Date: March 2023 |
| Next review due by: | March 2026     |                  |

# 1. Aims

Our school aims to meet 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

# 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

| School Community       | Responsibility  |
|------------------------|---|
| Governing Body         | <p>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 .</p> <p>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.</p> <p>Delegate responsibility for monitoring the achievement of the objectives on a day to day basis to the headteacher.</p> |
| Head teacher           | <p>As above including:</p> <p>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>  |
| Senior Leadership Team | <p>To support the Head as above</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>  |
| Teaching Staff         | <p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents.</p>  |

| School Community        | Responsibility  |
|-------------------------|---|
| Non Teaching Staff      | <p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated</p> <p>Support colleagues within the school community</p> <p>Ensure that you are aware of your responsibility to record and report prejudice related incidents</p> |
| Parents/Carers          | <p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>   |
| Pupils                  | <p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>   |
| Local Community Members | <p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>  |

#### 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.

#### 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 that 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 when requested)
- 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)

#### 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.

- 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

| Our values                | Our vision   |
|---------------------------|--|
| Learning                  | Our learning is relevant, challenging and fun, so that we can be the best that we can be |
| Effort                    | We try, we practice, we learn from our mistakes and never give up                        |
| Creativity and colour     | We always try new ideas  |
| Including Everybody       | We are all valued and our differences are appreciated                                    |
| Well-being                | Our environment is safe and friendly   |
| Community                 | We are all part of the community, in school and outside                                  |
| Health                    | We love activities to keep us fit and healthy  |
| Achievement               | We celebrate the achievements and successes of every individual                          |
| The rights of every child | We are proud to be a UNICEF Rights Respecting school                                     |

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum that meets their needs and enables them to fulfil their individual potential.
2. To eliminate any discrimination, harassment and victimisation and to ensure that nobody is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, or religious or non-religious beliefs.
3. To recognise and celebrate the diversity within our community.
4. To ensure that all colleagues fulfil their responsibility to apply this policy to all that they do.

## Strategies

1. All monitoring, evaluation and review work carried out will ensure that procedures and practices within the school reflect the objectives of this policy.
3. Teachers will ensure that planning, teaching and learning takes account of this policy and they will ensure that the equity duty underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all, and this diversity will be recognised as a positive, rich resource for teaching, learning, curriculum development and personal/social development.
5. Training opportunities will be provided for staff to raise awareness of their Equality Duty and to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
6. Active contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
7. The school will make every effort to ensure fair and diverse representation at all levels of staffing and management structures e.g.; governing board, middle and senior leadership, student council, etc.
8. The positive achievements of all pupils will be celebrated and recognised.