

## Beech Hill Community Primary School

### Equality Information and Objectives Statement

**Reviewed by:** M McCarthy

**Date:** December 2024

**Next review:** December 2025

**Date adopted:** December 2024

#### 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

#### Legislation and guidance

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation

## **Beech Hill Community Primary School**

- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the governing board and the LA. The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities. The school will promote equality of opportunity for all staff and job applicants.

### **Roles and responsibilities**

The governing board will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to:
  - Publish equality objectives at least every four years
  - Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Recruit high-quality applicants from under-represented groups where possible.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The headteacher will:

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.

## **Beech Hill Community Primary School**

- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the class teacher or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

### **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 every year. The Inclusion Lead is responsible for monitoring equality issues. They make senior leaders and governors aware of any issues or concerns as appropriate.

### **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:

- Make available 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
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Make available any data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

### **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, Rights

## **Beech Hill Community Primary School**

Respecting Schools work, 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.

### **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

### **Equality Objectives 2024-2027**

#### **Objective 1:**

#### **Improving the attendance of pupils from all groups**

Why we have chosen this objective: Good attendance is crucial to securing good outcomes for all children and enables school to execute its safeguarding duties.

To achieve this objective we plan to:

- Follow the guidance in Working Together to Improve School Attendance.
- Work closely with officers of the local authority to ensure school follows good practice
- Undertake regular analysis of attendance data and trends with regard to race, gender and disability and report on this to the link attendance governor and the governing board each term.

**Progress we are making towards this objective:** View Your Education Data and IDSR show no significant trends and patterns in attendance / absence across identified groups. FFT reports show the school performs well when compared with other schools.

#### **Objective 2:**

#### **Reducing prejudice-related bullying and the use of derogatory language**

Why we have chosen this objective: Children in this school are taught to be understanding and accepting of others, regardless of backgrounds, culture and beliefs. Despite this, there are rare instances when derogatory race-based, gender-based and faith-based language is used.

To achieve this objective we plan to: Promote tolerance and understanding through the PSHE curriculum, British Values, Rights Respecting School assemblies, work with external agencies and fully participate in anti-discrimination agendas locally and nationally. Work alongside families in supporting children in understanding the need for acceptance of others within the community and wider society.

## **Beech Hill Community Primary School**

Progress we are making towards this objective: There is a downward trend in prejudice related incidents.

### **Objective 3:**

#### **Improving knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity**

Why we have chosen this objective: There is an increasing percentage of our community with English as an Additional Language who are international arrivals. We want to promote and celebrate tolerance and understanding of other cultures and faiths.

To achieve this objective we plan to: Aim to attain the Belonging Matters charter mark through participation in the GMCA programme. Celebrate the diversity within school through Language of Half Term, child-led assemblies to celebrate festivals and holy days in all represented religions, promote role models and heroes that young people positively identify with, who reflect the diversity of the school community.

Progress we are making towards this objective:

### **Objective 4:**

#### **Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.**

Why we have chosen this objective: To ensure that Beech Hill Community Primary School is a place of equal opportunity for all.

To achieve this objective we plan to: All members of governing board to undertake appropriate training .

Progress we are making towards this objective: . Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements of PSED and that both the governing board and staff are increasingly a reflection of the local community.

### **Monitoring arrangements**

The Headteacher will update every year the equality information we make available.

This document will be reviewed by the safeguarding and well-being committee of the governing board at least every 4 years.

This document will be approved by the safeguarding and well-being committee of the governing board

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

This document links to the following policies:

- Accessibility plan
- Risk assessment