

Equality information and objectives

Barn Croft Primary School



Approved by:
Full Governing Body

Date: 7.12.22

Last reviewed on:
2.11.22

Next review due by:
November 2025

Contents

1. Aims	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination	3
5. Advancing equality of opportunity.....	3
6. Fostering good relations	4
7. Equality considerations in decision-making.....	4
8. Equality objectives	4
9. Monitoring arrangements.....	5
10. Links with other policies.....	6

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

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

The equality link governor is **Dave Clements**. They will:

- › Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- › Ensure they're familiar with all relevant legislation and the contents of this document

- › Attend appropriate equality and diversity training
- › Report back to the full governing board regarding any issues

The headteacher will:

- › Promote knowledge and understanding of the equality objectives among staff and pupils
- › Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality is **Emma-Jane Kelly**.

The designated member of staff for equality will:

- › Promote knowledge and understanding of the equality objectives among staff and pupils
- › Meet with the equality link governor every term to raise and discuss any issues
- › 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 every September.

The school follows the NO OUTSIDERS programme and therefore there are regular lessons based upon the Equality Act taught to the children.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or LGBTQ+ 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 and staff to pray at prescribed times)
- › Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils including those with SEND to be involved in the full range of school activities)

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
- › 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 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives – September 2022 – July 2025

Objective 1

Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July of each year, and report on this to the Governing Body.

Why we have chosen this objective: To ensure that the workforce at Barn Croft fully represents the community it serves.

To achieve this objective we plan to: Analyse staff data and report it to the Governing Body. Identify any groups not represented or any groups which decrease in number. Provide a summary explanation to go with the report.

Progress we are making towards this objective: Task to be carried out in May/June of each year to report to the final Full Governing Body meeting each year.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: To ensure that all staff with a disability (physical or mental health) feel able to carry out their duties fully. To ensure that all staff have a working environment in which they feel safe and able to continue work if they have a physical or mental health disability in the future.

To achieve this objective we plan to: Meet with staff members who have a disability and complete necessary risk assessments, putting in place all reasonable adjustments needed. Liaise with HR consultant where and when necessary. Inform all staff of how the school is working towards meeting this objective (during the September equality session) so everyone knows that reasonable adjustments are always considered and made when a staff member has a disability.

Progress we are making towards this objective: process to be complete for every staff member affected by December 2022 and reviewed each September.

Objective 3

To foster an understanding and appreciation of difference for everyone at Barn Croft.

Why we have chosen this objective: To ensure that all children understand about difference and why it is important to appreciate and value the differences in each other as well as the similarities.

To achieve this objective we plan to: Deliver NO OUTSIDERS programme regularly. Parent workshops on the NO OUTSIDERS books we use. Classes named after a diverse selection of famous people.

Progress we are making towards this objective: NO OUTSIDERS lessons delivered. Displays about the Equality Act and characteristics around the school. Continue with the programme, adding new books and lessons and extending the discussions as the children move up through the school.

Objective 4

To ensure that everyone who visits Barn Croft is clear about where we stand on discrimination and equalities.

Why we have chosen this objective: To ensure that everyone who enters the premises knows that we do not tolerate discrimination of any kind.

To achieve this objective we plan to: Add a statement to key documents and to the signing in book which all visitors must read and sign in agreement.

Progress we are making towards this objective: To be in place by December 2023

9. Monitoring arrangements

The headteacher will update the equality information we publish, 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.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Anti-Bullying Policy
- Child on Child Abuse Policy
- Safeguarding Whistleblowing Policy