



Equality Information and Objectives January 2023

Written by: SLT

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**Ratified by Governors: Curriculum, Standards and Staffing
Committee**

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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

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.

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 Head Teacher

The equality link governor is Mrs. Lucy Dowd. 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 Head Teacher 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 will:

- Support the headteacher in promoting 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
- Support the Head Teacher in identifying 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 below.

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.

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.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promoting community cohesion by fostering good relations.
- Eliminating any discrimination, harassment and victimisation. Ensuring that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
- Recognising and celebrating diversity within our community whilst promoting community cohesion.
- Ensuring that this policy is applied to all we do.
- Ensuring that pupils and parents are fully involved in the provision made by the school.
- Ensuring that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

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 Religious Education, 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.
- Continuing to develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

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.

Equality objectives

Objective 1

To train staff on how to respond effectively to prejudice related issues with particular emphasis on LGBTQ+

- As a school we aim for true inclusivity and as part of our development plan we aim to positively raise the profile of our LGBTQ+ community.
- To achieve this, we aim to implement a programme of training for all staff and governors. This will then be offered to our parents.

Objective 2

Have in place a policy and include reasonable adjustment to ensure that no child or family is disadvantaged on grounds of poverty through any of our policies and practices.

- As a school we wish to fully support our children to access our curriculum and enhancement opportunities without negatively impacting on them through our policies and practices.
- We aim to 'poverty proof the school day. To do this we will:
- Work with the charity 'Children North East' to train the trainer and audit our current practices in order to make changes and adjustments where possible
- Train staff in the academic year 2023-2024 and begin to review policies and communication beginning September 2023

Objective 3

Increase the representation of staff and governors from local black and minority ethnic communities over a 4-year period (from this July to July in 4 years' time), so that this group increases above 10% of the workforce.

- This objective has been considered primarily because our school demographic is ever changing and we continue to increase in the numbers of black and minority ethnic children who attend Crompton Primary School.
- To achieve this objective, we plan to offer diligence when considering recruitment opportunities.

Objective 4

Develop resources for children who have English as an additional language thus including extended families in reading opportunities at home and reducing barriers due to race.

- There will be an increase in the number of multilingual and bilingual books available to our children who require them by the end of academic year 2022-2023
- There will be a budget to add to books each academic year
- All languages in school will be represented in print and in a collection of books available

Monitoring arrangements

The Chair of Governors Mrs. Lucy Dowd and the Head Teacher will update the equality information we publish, every year.

This document will be reviewed at least every 4 years.

This document will be approved by the Head Teacher and the board of Governors, or it's designated committee, in this case the Curriculum, Standards and Staffing Committee

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment