

# Equality Information and Objectives

## Chenies School



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## 1. 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

## 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

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

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.

## 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,)
- 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 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
- 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 promote understanding of 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

## 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 narrow any gaps in the progress and attainment between groups of pupils within the school's community, that have arisen particularly as a result of the pandemic, by ensuring that all groups and individuals have their needs fully met in order to make good or better progress and achieve their full potential.*

**Why we have chosen this objective:** This reflects the intentions in our School Development Plan and our desire to increase the number of children making accelerated progress from their own starting points to ensure that every child achieves the highest standard of progress and attainment that they can. We are aware that all children have had very different experiences of remote learning due to the COVID 19 pandemic. We want to ensure that we address any inequalities, which may have arisen because of the pandemic or for any other reason by providing all children with an appropriate level of support.

**To achieve this objective we plan to:** regularly review children's progress through pupil progress meetings and put in place a programme of interventions to support learning, where it is appropriate to do so.

**Objective 2:** *To promote cultural development and understanding by ensuring children encounter positive images of diversity in all aspects of their learning, which will give them a deeper knowledge and understanding of the race and cultures that make up our diverse society.*

**Why we have chosen this objective:** We believe all children should have the opportunity to access a diverse range of experiences throughout their time at the school. This is essential in enabling children to broaden their understanding of the world and as they do so to go on and develop respect for and an understanding of the value of the contribution of all people who contribute to our diverse cultural society.

**To achieve this objective we plan to:** Review and develop our taught curriculum offer, organise external visits and invite visitors into school to talk about their experiences. We will also make use of the growth in digital technologies and resources which have emerged during the pandemic to increase children's exposure to more diverse experiences.

**Objective 3:** *To ensure that all pupils are given similar opportunities with regards to after school clubs and activities*

**Why we have chosen this objective:** Our parent survey in 2018 raised a concern about the financial cost of our clubs meaning that access to them for some children was prohibited. We had begun to address this at the beginning of the 2019 academic year but our offer was then restricted as a result of the pandemic. As it becomes possible to offer more clubs and activities again we will be seeking to ensure a good breadth and balance which are accessible to all children.

**To achieve this objective we plan to:** Review the range of clubs on offer and look for new opportunities to broaden the range of activities. We will then work towards offering an increase in the number of clubs being offered at a minimal cost and/or without charge.

## 9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the headteacher 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

