

Together We Succeed & Shine  
Knutton St Mary's C of E Academy



# **Equality Information and Objectives (Public sector equality duty)**

**September**

**2018**

## **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 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 Body 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 Principal.

The Principal 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.

## **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. We eliminate discrimination by:

Adoption of the single Equality Scheme

Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying

Reporting, responding to and monitoring all racist incidents

Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping

Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success

Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary

Ensuring that all pupils have the opportunity to access extra-curricular provision

Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

Training on the Equality Act for new and existing staff.

Regularly reminding staff and Governors of their responsibilities under the Equality Act.

Staff raise 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, we advance equality of opportunity by:  
Using the information we gather to identify underachieving groups or individuals and planning targeted intervention

Ensuring participation of parents/carers and pupils in school development

Encouraging all pupils to be fully involved in all school activities

Meeting the individual needs of children

Listening to parents/carers

Listening to pupils at all times

## **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 and personal, social, health and economic (PSHE) education, and activities in other curriculum areas.

Delivering assemblies to raise relevant issues.

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school.

Working 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 to 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. 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 adequate facilities for boys and girls

## **Equality objectives**

At Knutton St Marys, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

### ***Objective 1:***

Through curriculum opportunities and wider school life we will promote understanding and respect for differences.

### ***Objective 2:***

To provide training for all staff and Governors on equality and diversity.

### ***Objective 3:***

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

### ***Objective 4:***

The school will strive to ensure that children from all groups continue to make progress at least in line with their peers to meet or exceed national expectations in English and Mathematics.

### ***Objective 5:***

To improve the attendance of all groups of children in line with national expectations.

### ***Objective 6:***

To review levels of parental engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

## **Monitoring arrangements**

This document will be reviewed at least every 4 years.

This document will be approved by the Governing Body.

## **Links with other policies**

This document links to the following policies:

☑ Accessibility plan