

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



Equality Information and Objectives

June 2023

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 Local Governing Committee 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 and relationships 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 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 Mary's C of E Academy, 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 socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

- Ensure that children who are entitled to Pupil Premium make expected progress across the curriculum in relation to non-Pupil Premium children.
- Ensure that the curriculum meets the needs of all children.
- Ensure that staff and the Local Governing Committee are aware of current legislation surrounding diversity and equality and understand the school's responsibility.
- Ensure that vulnerable groups of pupils, including those with additional needs make at least expected progress.
- Ensure the attainment of More Able pupils is raised throughout the school and they have access to extended school provision.

This document is approved by the Local Governing Committee

Written June 2023

Review June 2024