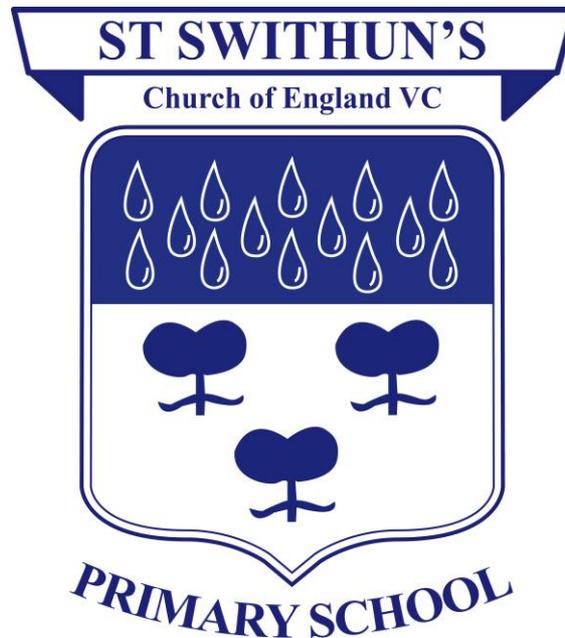


St Swithun's Church of England VC Primary School



Equality Information and Objectives

Issue 1

October 2018

Author / Amended by	Date agreed by governing body	Next review date
Eddie Kirk	Oct 2018	Oct 2020

At St Swithun's Church of England VC Primary School we aim to provide a happy, secure, stimulating and Christian Values based environment in which children may develop positive attitudes to both living and learning.

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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

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.

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
- 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 activities and groups)

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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1: *To ensure that disadvantaged pupils attainment is supported by their consistent attendance at school. Ensuring that the percentage of persistent absenteeism in line with or below national.*

Why we have chosen this objective: To support children identified as vulnerable and to ensure best possible outcomes by

To achieve this objective we plan to:

- Appoint a new member of staff to fulfill day to day organisational duties. This will allow our family support worker to focus more time working in direct support of families
- To monitor attendance of pupils closely and discuss importance of attendance and possible support with families at the earliest opportunity
- To support pupils and families through the close partnership created between parents and the school during the Structured Conversation process.

Progress we are making towards this objective:

Objective 2: *To ensure proportional and fair access to clubs for disadvantaged pupils.*

Why we have chosen this objective: Through discussions with parents/carers, the school has identified that some activities and clubs are restrictive due to cost. We aim to address this through Structured Conversations and ensure that pupils are able to attend payed for clubs if they require.

To achieve this objective we plan to:

- Discuss with parents through the Structured Conversation any clubs/activities parents/carers feel would benefit their child
- To make funds available so that all pupils have a equal opportunity to attend

Progress we are making towards this objective:

9. Monitoring arrangements

The Governing Body will update the equality information we publish each year.

This document will be reviewed by School Leadership Team and the Governing Body at least every 4 years.

This document will be approved by the Policy Committee, representing the governing body

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- Equal Opportunities Policy