

Equality information and objectives

Costock C of E Primary



Every Child's a Star!

'As God's children, we shine like Stars' Philippians 2 v.15

Our Promise

Every day at Costock Church School we are experiencing and learning;

Service to God, each other and ourselves, Truth, Agape and Respect

As we leave each day we take these Christian Values with us

Approved by:

C&P Committee

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1. 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

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 every 4 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 among 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 that 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. providing a place for pupils to go if they are withdrawn from Collective Worship)
- › 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)

In fulfilling this aspect of the duty, the school will:

- › Analyse performance data to determine strengths and areas for improvement, implement actions in response and monitor outcomes
- › Regularly monitor issues that might occur within any protected groups
- › Analyse information 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 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 part 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
- › 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 support access to learning for different groups of pupils

We will seek to achieve this through:

- Implementing a risk assessment system that is fair and sensitive to the situations of individual pupils
- Using accurate AfL to inform the support, teaching and learning resources made available to meet pupils' requirements for access to learning

Objective 2

To protect the interests of all members of the school community irrespective of their particular characteristics

We will seek to do this through:

- Robust and embedded safeguarding policies and procedures that are reviewed annually
- The requirement for all staff and governors to undertake training in safeguarding (including the Prevent Duty) and in equality and diversity
- Taking action to deal effectively with all forms of bullying (including cyber-bullying) and harassment so that all in the school community are treated with dignity and respect

Objective 3

To increase the percentage of boys in KS2 achieving GDS in writing

We will seek to do this through:

- Focused and targeted intervention so pupils know what their next steps are to achieve GDS
- Improving the subject knowledge of teachers through access to appropriate CPD
- Provide the pupils with access to (and encourage them to access) a broader range of texts

Objective 4

To sustain and develop an inclusive learning and working environment that promotes equality and diversity

We will seek to do this through:

- Activities that promote the awareness and celebration of equality and diversity among pupils, staff and parents / carers

9. Monitoring arrangements

This document will be reviewed by the C&P committee at least every 4 years.