



# St Denys CE Infant School

## Equality Information and Objectives Policy

Signed by:

Headteacher

Date:

January 2025

## Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Equality objectives
4. Collecting and using information
5. Publishing information
6. Promoting equality
7. Addressing prejudice-related incidents
8. Complaints procedure
9. Monitoring and review

## Appendix:

Leicestershire's diverse population & our school community data.

## **Statement of intent**

St Denys CE Infant School recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

The school has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the school determines its equality objectives.

## 1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedures Policy
- Grievance Policy
- Data Protection Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. St Denys fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex

- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the governing board or the LA.

St Denys' liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

St Denys will promote equality of opportunity for all staff and job applicants and will work in line with the Staff Equality, Equity, Diversity and Inclusion Policy.

## **2. Roles and responsibilities**

The governing board will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
  - Publish equality objectives at least every four years commencing on the date of the last publication.
  - Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.

- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the school publishes information regarding how it is complying with the public sector Equality Duty and that the information is easily accessible.

The headteacher will:

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the head of year or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

St Denys will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

### **3. Equality objectives**

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school website annually.

The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, the school has established the following objectives:

- Ensure that all pupils and staff are encouraged and able to achieve their full potential;
- Ensure that every pupil is helped to develop a sense of personal and cultural identity that is confident and open to change, and receptive and respectful to other identities;

- Ensure that every pupil is encouraged to develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world;
- Oppose all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities

St Denys will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

#### **4. Collecting and using information**

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

The school will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

St Denys will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of staff members on parental leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving



The school will use the information it obtains to analyse any gaps present in its equality documentary, including the Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy.

## **5. Publishing information**

The school will publish information to demonstrate its compliance with the Act. The school will publish information relating to people within the school community who share relevant protected characteristics, including:

- People affected by the school's policies and procedures.

The school will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have this information, and it is not reasonably practicable for the employer to obtain the data.

The school will publish findings in its annual report.

## **6. Addressing prejudice-related incidents**

St Denys is opposed to all forms of prejudice. It will ensure that pupils and staff are aware of the impact of prejudice. St Denys will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Annual training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

## **7. Complaints procedures**

St Denys aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.

St Denys will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

St Denys works hard to develop good professional relationships between colleagues; however, the school understands that sometimes conflicts may arise. Through maintaining open communication, the school wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school's Grievance Policy.

## **8. Monitoring and review**

The headteacher will review this policy annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the headteacher and governing board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all relevant stakeholders.

## Appendix:

### Leicestershire's diverse population & our school community

#### Leicestershire Community

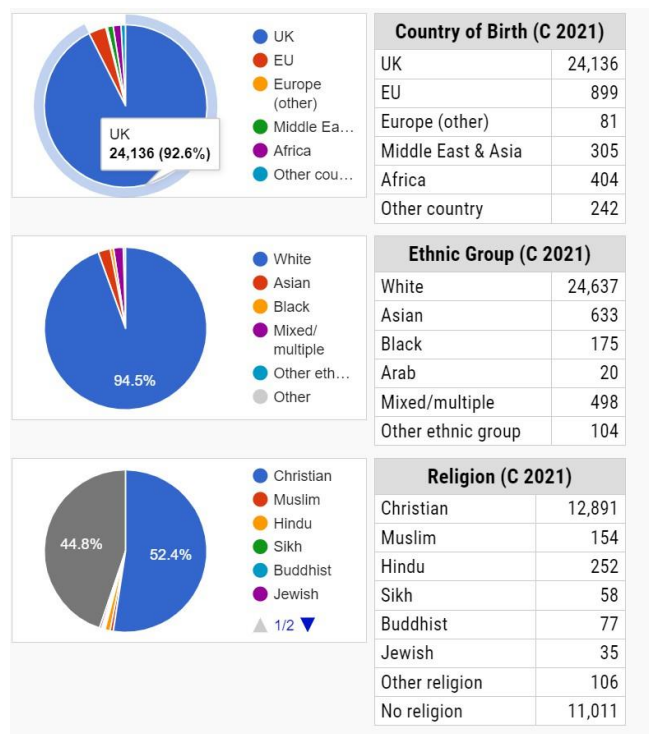
Leicestershire is an ethnically and culturally diverse county, benefiting greatly from close links with Leicester, one of the most culturally diverse cities in the UK.

The overall population of Leicestershire has risen by 9.5% in the 10 years since the 2011 census. Rising from 650, 489 in the 2011 National Census to 712, 300 in the 2021 census (rounded to the nearest 100).

The number of households in the county has risen by 11% from 267, 434 in the 2011 census to 296, 400 in the 2021 census (rounded to the nearest 100).

According to the 2021 Census, most of the county population (94 percent) belong to White ethnic groups. The next largest ethnic group in the Market Harborough area is Asian (2.4 percent), followed by the Mixed or Multiple Ethnic Group (1.9 percent) and Black ethnic groups (0.7 percent);

The largest religious group in the county is Christian (62 percent), followed by Hindus (1 percent), Muslims (0.6 percent) and Sikhs (0.2 percent). Just over a quarter of the population stated they had no religion (44.8 percent).



In 2021, 16.2% of the county population considered themselves to have a condition that limited their day to day activities, higher than the rates for the East Midlands and England.

According to the 2015 Indices of Deprivation, Leicestershire is not deprived overall; the county is ranked 136th out of 152 upper tier authorities in England for Multiple Deprivation, where 1st is the most deprived.

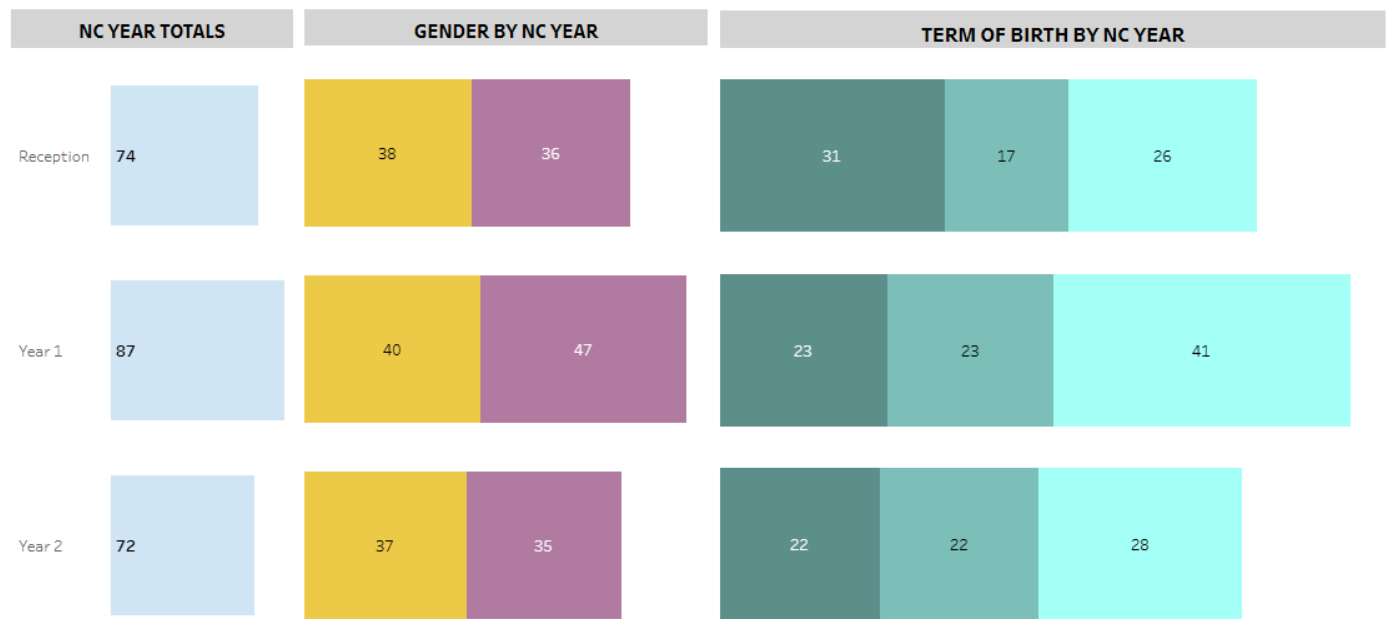
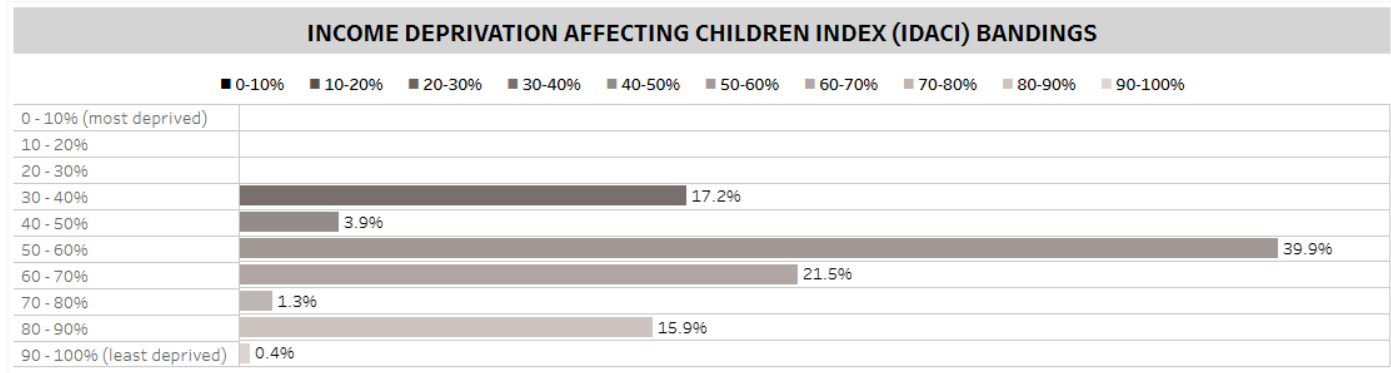
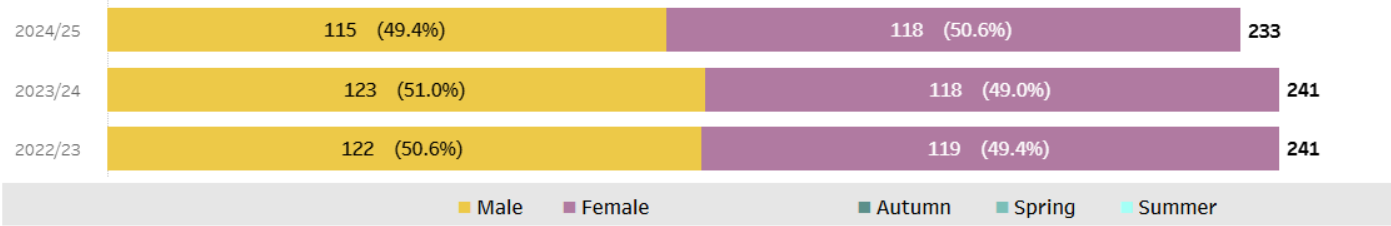
St Denys CE Infant School Community

In 2024/25  
Autumn...

Pupils On Roll  
233

Male  
115

Female  
118



## School Census Infographics: 2024/25 Autumn

Selection: St Denys Church of England Infant School Ibstock (8553047)



### FREE SCHOOL MEALS ELIGIBILITY (FSM)

Your Free  
School Meals  
eligibility was ...

**13.7%**



Are you entitled?



#### FSM 3 YEAR TREND

2023/24	16.2%
2022/23	16.2%
2024/25	13.7%

### ETHNICITY

**6.0%** of 'All Pupils'  
are Black Minority Ethnic

Ethnic Groups and % Cohort  
2024/25

BME	6.0%
White	61.4%
Mixed / Dual Background	2.1%
Asian or Asian British	1.3%
Black or Black British	1.3%

BME	2023/24
White	8.3%
Mixed / Dual Background	92.9%
Asian or Asian British	2.9%
Black or Black British	2.1%
	1.7%

### ENGLISH AS ADDITIONAL LANGUAGE (EAL)

Pupils' whose  
First Language  
is Other than  
English was ...

**3.9%**



#### EAL 3 YEAR TREND

2023/24	2.1%
2022/23	1.7%
2024/25	3.9%



### SPECIAL EDUCATIONAL NEEDS (SEN)



#### YOUR LATEST SEN BREAKDOWN - 2024/25

No SEN	78.5%
SEN Support	16.3%
Statement / EHC Plan	5.2%

#### Previous Years

No SEN		SEN Support		Statement / EHC Plan	
2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
86.3%	80.5%	7.1%	12.9%	6.6%	6.6%

### ATTENDANCE - 2023/24 Annual (6HT) Term

(Please note figures are for 'compulsory aged pupils' only)

#### YOUR LATEST ATTENDANCE FIGURES AND 3 YEAR TREND

#### School Matters!



Attend Today, Achieve Tomorrow

2023/24 Annual (6HT)



### EXCLUSIONS - 2023/24 Spring Term

(Please note figures are for 'All Pupils' on roll)

#### LATEST NUMBER OF EXCLUSIONS AND 3 YEAR TREND



2023/24 Spring  
Suspensions  
**2**

2023/24 Spring  
Permanent  
**0**

	2021/22	2023/24		2021/22	2023/24
2023/24	2	2	2023/24	0	0
2022/23	0	0	2022/23	0.000%	0.000%
2021/22	0.82%	0.84%	2021/22	0.000%	0.000%