

Calverton Primary School



**Public Sector Equalities Duty
Action Plan 2019 - 2023**

Person responsible to the policy	Headteacher
Date ratified by <i>Governors</i>	Summer 2021
Signed by <i>Chair of Governor</i>	Summer 2021
Signed by Head Teacher	Summer 2021
Date for Review (reviewed annually)	Summer 2022
Signature of Headteacher:	
Signature of <i>Chair of Governors</i> :	

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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

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. 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, or gay pupils who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)

- 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

5. 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

6. 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 equivalent facilities for boys and girls

Risk assessments when planning school trips and activities, reference any child unable to access the activity and what their alternative more suitable provision will be. The record is completed by the member of staff organising the activity and is stored electronically as part of the completed risk assessment.

7. Equality objectives

Objective 1: To promote cultural diversity understanding through a broad and rich curriculum on a day to day basis.

Why we have chosen this objective: As Calverton community are very diverse and our children although understand and tolerate each other, we do have a duty to broaden their horizons and make them more tolerant of cultural differences.

To achieve this objective we plan to: Host a cultural week, and review the curriculum for key cultural influences. Create a series of opportunities for outside agencies to share their diversity.

Progress we are making towards this objective:

1. Cultural week is arranged for July 2022 with Carnival and Bring a dish celebrations
2. Subject Co-coordinators are reviewing the curriculum topics and discussing with teachers where possible cultural references/activities
3. Place of worship week and a wider range of religious building are planned to be visited throughout the school year

Objective 2: Autism awareness

Why we have chosen this objective: As a Resource Provision school we endeavor to make all our children understand difference and specifically how they can interact and support autistic children in school.

To achieve this objective we plan to: Have a series of Autism awareness days and create play buddies with in each class for the children to play together in appropriate ways and times. Gain Autistic award and Inclusion flagship status.

Progress we are making towards this objective:

1. Autism awareness days have occurred with all children listening to an assembly by the Resource Provision Manager
2. All classes (Yr1 – 6) watched a Autism awareness video and had discussions about the issues facing autistic children

9. Monitoring arrangements

The Headteacher will update the equality information published, every year.

This document will be reviewed by Governors every 4 years.

This document will be approved by the Governing Board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment