



Belvoirdale Primary School

Equality Information and Objectives

July 2023

This Policy was reviewed by the Governors on

This Policy will be reviewed on an annual basis

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](#).

This document also complies with our funding agreement and articles of association.

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

The Deputy Head will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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.

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, 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 societies)

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)
- Publish further data 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, 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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

The Equality Act requires public bodies to set **Equality Objectives at least every four years**, and they have to be 'stretching'. These are measured by monitoring the impact.

The objectives set for Belvoirdale are as follows:

ONE:

To ensure that Belvoirdale Primary is a safe and inclusive environment for all:

- ✓ Increase the numbers of students who feel safe in Belvoirdale Primary
- ✓ Increase the numbers of students who feel that bullying, including homophobic bullying, is tackled effectively
- ✓ Increase the numbers of parents who feel that their child is safe at Belvoirdale
- ✓ Increase the numbers of parents who feel that bullying, including homophobic bullying, is tackled effectively
- ✓ Ensure that all staff feel included in all aspects of school life
- ✓ Reduce fixed term exclusions
- ✓ Ensure that any students or staff who consider that they are LGBT are able to comfortably learn and work in the school environment without fear of harassment.

TWO:

To continue to ensure that the diversity of the workforce and management profile of Belvoirdale reflects the learner population and society as a whole:

- ✓ Continue to ensure that all recruitment procedures are followed.

9. Monitoring arrangements

The school will review and update the equality information we publish, on an annual basis.

This document will be reviewed by the Governing Body at least every 4 years.

Objective 1: To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including: gender; sexuality, race and religion. Objective 2: To raise awareness of and maximise the outcomes for students with SEN or a disability Objective 3: To promote the importance of good attendance amongst pupils with SEN or a disability Objective 4: To maximise opportunities and achievement for all groups of pupils, including gender; sexuality, race and religion and those with SEND, including access to extra-curricular activities Date agreed: December 2022