



St James Infant & Pre-School

Equality Information and Objectives

Statutory / Non-statutory

Annual review / 2 yearly review / **4 yearly review**

Date policy adopted	March 2020			
Review date	April 2020			
Reviewer's name	G Gynn			
Date minuted by committee meeting				
Next review due by	April 2024			

1. Aims

The Public Sector Equality Duty is a duty on public bodies and others carrying out public functions. It ensures that public bodies consider the needs of all individuals in their day to day work - in shaping policy, in delivering services, and in relation to their own employees. It covers the following protected characteristics:

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

Our school aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct 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 between people who share a protected characteristic and those who do not.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Set Equality Objectives
2. Publish information

Much of the information and analysis will relate to the school improvement plan, evaluations and student data - we intend to use the information to improve education for all groups. We want to make sure we know which pupils are doing well and less well so we can plan and improve. The same applies to our employees.

We work hard to gather this information and it is already being used to develop our practice and improve outcomes for our pupils. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#)
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#)

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies the InMAT Public Sector Equality Duty Statement.

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. 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.

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. InMAT Academies Trust Equality objectives

We aim to:

- Provide a secure environment in which all our children can flourish and achieve under the five outcomes of: be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy

economic well-being;

Include and value the contribution of all families to demonstrate our understanding of equality and diversity;

- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities;
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- Make inclusion a thread that runs through all of the activities of the setting;
- Prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community;
- Plan systematically to improve our understanding and promotion of diversity;
- Actively challenge discrimination and disadvantage;

Objective	Actions	Time scales
To promote the understanding and awareness of different cultures, religious beliefs and societies on a national and local level.	<ul style="list-style-type: none"> • Multicultural events • Assemblies with focuses on different religions and traditions • Parental involvement • Invitation to community members who have knowledge and experience of multi culturalism • Visit to churches, mosques and synagogues in the area 	Reviewed Summer term 2024
To narrow the gaps in progress between pupils with special educational needs and disabilities and all other pupils.	<ul style="list-style-type: none"> • A robust tracking system which separates SEN from additional needs • Specific staff training • Pupil progress meetings focussing on SEND • Small step case studies • Staff training of differentiated specific learning needs 	Reviewed Summer term 2024
To narrow the gap in attendance between pupils eligible for free school meals and all other pupils.	<ul style="list-style-type: none"> • A Nominated PP Champion • Breakfast clubs and incentives to early starts • Tracking system and procedures in place • Pupil progress meetings focussing on PP 	Reviewed Summer term 2024
To narrow the gap between the White British children and the rest of the cohort.	<ul style="list-style-type: none"> • A robust tracking system which separates SEN from additional needs • Specific staff training • Pupil progress meetings focussing on SEND • Small step case studies • Staff training of differentiated specific learning needs 	Reviewed Summer term 2024

9. Monitoring arrangements

The Headteacher update the equality information we publish, at least every year.

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

This document will be approved by the Headteacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment