

ESSEX PRIMARY SCHOOL

Equality information and objectives policy

Version	Author	Date Issued	Review Date
1	Essex Primary School	May 2021	May 2024
2	Essex Primary School	May 2024	May 2027

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

Our school aims to promote respect for difference and diversity in accordance with our values, 'Everyone valued, Everyone challenged, Everyone achieving'.

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
- Ensure that the published equality information is updated at least every year, and that the objectives 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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among 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.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

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
- 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 councils and extra-curricular clubs)
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, logging to and responding to all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

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 PSHCE education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies.
- Working with our local community and organising school visits and activities based around the local community

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 visit or activity is being planned, the school considers whether the visit:

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

8. Equality objectives

Meeting our duties

Under the Equality Act 2010, the school has a Public Sector Equality Duty (PSED) that extends to all protected characteristics to show due regard to the need to:

- eliminate discrimination and other conduct that is prohibited by the Act;
- 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 those who do not share it.

Equality Objectives:

At Essex Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: To help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children.

To achieve this objective we plan to:

- Raise whole school attendance to 95% and above.
- Tackle persistent absences and punctuality effectively using LA support
- Ensure quality first teaching for all pupils including those with protected characteristics
- Provide Early Help and Intervention for families with the most vulnerable children

Objective 2: To promote pupil voice and teach pupils to be effective speakers and listeners and to empower them to have a better understanding of themselves and others.

To achieve this objective we plan to:

- Introduce and implement **the** Voice 21 Oracy programme
- Provide workshops, class activities, questionnaires, peer mentors, student council, debate mate to ensure children are confident to speak their needs and the important issues that affect them and their learning.

Objective 3: To continue to make efforts to embed child rights in the school so they are deeper and wider and all values and ethos is fully embedded in School culture and practices.

To achieve this objective we plan to:

- Work towards achieving Rights Respecting Gold Status
- Continue to make efforts to embed child rights in the school so they are deeper and wider and all values and ethos is fully embedded in School culture and practices

9. Monitoring arrangements

Essex Primary School will update the equality information we publish, at least every year.

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

This document will be approved by the Head Teacher, Cecilia Mojzes.