

Equality Information and Objectives Policy

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:

kindness, respect and resilience.

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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7.

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 eliminating discrimination and other prohibited conduct.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- 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, sports and clubs)

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 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 and by a range of authors.
- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes organising school trips and activities based around the local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality objectives

Objective 1

Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July, and report on this to the pay sub-committee of the governing board.

Why we have chosen this objective: To ensure our approach to staffing and pay is inclusive and fair.

To achieve this objective, we plan to: Dedicate time to looking at the characteristics of our staff and if this links to pay and responsibilities.

Progress we are making towards this objective: Ensuring staff are aware of the opportunities available to them in school.

Objective 2

Increase the representation of teachers from under-represented groups within primary teaching over a 4-year period (from this July 2024 to July 2028 in 4 years' time), so that this group increases from 15% to 25% of the teaching workforce.

Why we have chosen this objective: To ensure our teachers are reflective of our diverse school community.

To achieve this objective, we plan to: Take this into account when recruiting candidates and advertising the position (e.g. the wording we use to encourage certain applicants). Consider progression opportunities for support staff who are interested in teaching and put in place support towards this.

Progress we are making towards this objective: Changing our recruitment advert from this July 2024 and ensuring interview panels are diverse.

8. Monitoring arrangements

This document will be reviewed by the Headteacher of Oldfield Primary School at least every 4 years.

This document will be approved by the governing body of Oldfield Primary School once it has been reviewed.

9. Links with other policies

This document links to the following policies:

- Behaviour and Anti-bullying
- Healthy and Safety
- Race Equality
- RSHE
- SEND