



Equalities Information and Objectives Policy

"I have come in order that you might have life – life in all its fullness."

John 10:10

Christ taught us that his purpose was to give life in all its fullness. Through our Christ like attitude, we seek to do the same.

This is at the heart of all we do.

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Policy reference material, guidance or link policies	Equality information and objectives – public sector equality duty – statement for publication)
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1. Aims

Kingsholm Church of England Primary School and Nursery 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.

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 requires 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 body 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 daily to the headteacher

The equality link governor is Canon Rebecca Lloyd. They will:

- Meet with the Headteacher every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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
- Identify 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

How a person thinks can depend on their life experiences and sometimes they have beliefs and views about other people that might not be right or reasonable. This is unconscious bias. At Kingsholm, we recognise this has the potential to have a significant influence on our attitudes and behaviours towards others and as such, we will actively explore unconscious bias to ensure that it does not contribute to inequality across our community.

We are aware of our obligations under the Equality Act 2010. The school 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.

New staff will receive training in the Equality Act as part of their induction and receive refresher training during the autumn term. Further training is identified throughout the year to ensure that staff have a secure understanding of contextual factors, such as community groups.

The headteacher is responsible for monitoring equality issues, as is the equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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, those from minority ethnic groups or disadvantaged pupils)
- Taking steps to meet the 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 data referenced above 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 prejudicial 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.. All pupils are encouraged to participate in the school's activities, such as sports clubs
- Working with parents to promote knowledge and understanding of different cultures
- Developing 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, we will consider whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities

- Has equivalent facilities for boys and girls

This is considered at the same time as the risk assessment when planning school trips and activities.

8. Equality objectives We will review our equality objectives annually. These will be informed by a range of self-evaluation activities, including stakeholder consultation and data analysis. Our equalities objective statement will outline why we have chosen specific objectives and how we plan to achieve our objectives. Progress that we are making towards our equality objectives will be reviewed by the headteacher regularly throughout the academic year and reported to the full governing body through the headteacher's report.

9. Monitoring arrangements

The Headteacher will update the equality information we publish annually.

This policy will be reviewed by the headteacher at least every 4 years.

This document will be approved by the full governing body.

10. Breach of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with as determined by the Headteacher and Governing body.

It is the duty of the school to challenge all types of discriminating behaviour

- e.g.
- treating people differently based on gender stereotypes
 - use of sexist or demeaning language
 - racist comments

11. Related policies:

This document links to the following policies:

- Accessibility plan
- School improvement plan
- SEND policy
- Behaviour policy
- Anti-bullying policy

Equality Objective 1: Promotion of Equality, Diversity and Inclusion

To ensure the school actively and explicitly teaches awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.

Equality Objective 2: Identification and Support for the Most Vulnerable Pupils.

To identify children who are most vulnerable to underachievement and providing targeted support to enable them to fulfil their potential.

Equality Objective 3: Elimination of Gender – Based Discrimination.

To develop work to challenge misogyny and all forms of sexism, through the curriculum and wider strategies.

Equality Objective 4: Attendance.

To improve attendance and reduce persistent absence rates for all significant groups of students identified as having significant barriers to learning including, SEND, PP, CIC and pupils from minority ethnic groups.

Equality Objective 5: Progress and Attainment.

To narrow the progress and attainment gap, primarily in English and mathematics for pupils in receipt of the Pupil Premium so that there is no statistical variation.