

Equality Information and Objectives

Bournes Green Infant School



Approved by:
Governing Body

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Written by: Mrs Goy

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1. Aims

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 Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

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, 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
- Meet with the designated member of staff for equality (Mrs Goy) 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 amongst 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 amongst staff and pupils
- Attend FGB meetings and raise and discuss any issues
- 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 ensure those affected by new or altered policies are consulted.

The school has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

We are aware of the need to make reasonable adjustments for disabled pupils to allow them access and participation to the level of non-disabled peers.

The Headteacher ensures appointments are made with regard to this policy and that nobody is discriminated against.

Our admission arrangements are fair and transparent and do not discriminate against pupils by treating them less favourably on the grounds of their sex, race, disability, religion or belief, sexual orientation or gender.

We aim to promote equality and diversity through our curriculum by creating an environment which shows respect for all.

5. Advancing equality of opportunity

We know our population well. When we receive the details of our new intake we work with parents and carers to ensure that we have as much information about a child's needs as possible and this includes any disability. We work in a partnership with families to ensure the needs of all our children are met.

We collect and analyse data in school regularly. As part of this process we look at the progress and outcomes for different groups of children. This information is used to aim to close any gaps found between different groups.

We encourage all children to participate fully in activities available at school. No child will be discriminating against on the grounds of their sex, race, disability, religion or belief, sexual orientation or gender

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 through our curriculum. Specific lessons are taught, particularly in R.E and PSHE. Additionally there are whole school assemblies which consider diversity. We will also deliver spontaneous lessons/small group sessions to respond to a need.
- 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
- All families are welcomed into our school community and are given opportunities to come into school.
- We have very successful relationships between disabled pupils and non-disabled pupils but if needed children would be encouraged and supported to work and play together.

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

Objective 1: To continue to develop our school to meet the accessibility and educational needs of disabled pupils.

Objective 2: To use the ethos of Characteristics for Learning to enable success for all.

9. Monitoring arrangements

The Headteacher will update the equality information we publish every year.

This document will be approved by the Governing body and reviewed every 4 years.