



# Gaddesby Primary School

## Equality Policy

### **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

### **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, and complies with our funding agreement and articles of association.

### **Roles and responsibilities**

#### **The Role of Trustees**

Trustees are responsible for ensuring that the Trust and its schools comply with the Public Sector Equality Duty and adopt the overarching Trust Equalities Policy.

#### **The Role of the Headteacher**

- Ensure that the policy is adopted and implemented
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Identifying any staff training needs and deliver training as necessary
- 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.

#### **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 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 receive training on the Equality Act as part of their induction, and all staff receive refresher training every new academic year. The school has a designated member of staff for monitoring equality issues.

#### **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, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular 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 academy societies)

### **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
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

### **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.

### **Equality objectives**

• Gaddesby Primary School will promote equal opportunity so all will be treated equally and given equal access to the curriculum and life of the school. All will have equal opportunity to benefit from what we offer so that all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning.

### **Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment

### Gaddesby Primary School Equality Plan 2023 – 2026

Objectives	Actions	Impact Monitoring	Timeframe	Review Date
Community Cohesion: To celebrate cultural events throughout the year to increase pupil awareness and understanding of our own diverse community	A programme of assemblies and special events, such as our annual international day, alongside integrating cultural awareness and diversity throughout the curriculum	A greater awareness, understanding and acceptance of our own culturally diverse community and the world beyond - Celebrating both our similarities and differences.	Reviewed Annually by SLT	Summer 2 review
Disability Act: To ensure pupils with a disability are actively involved in school activities – ensuring full and fair access and provision at all times	Ensure key provision is in place to attend to any additional and/or different needs are put in place in every practicable way possible at all times.	Fair access and equality of opportunity for success for all learners and staff.	Reviewed annually by SLT	Summer 2 Review
Gender Equality Duty: To ensure gender equality is provided at all times in all aspects of school life. To attend to the specific data patterns and requirements of all genders	Focus on key aspects that arise, such as measures to raise attainment in Boys' writing in KS1 and Girls' attainment at GDS in Upper KS2 Full data focus is provided in QA data analysis document.	Balanced outcomes for all – irrespective of gender.	Reviewed annually by SLT	Summer 2 Review
Race Equality Act: In addition to the educating, celebration of, development of awareness and all other measures already mentioned above we will ensure that: Any incidents of prejudice will be followed up formally and in line with all policies appertaining to this	Ensure a clear programme of follow up is put in place to support anyone who is a recipient of prejudice and a programme of follow up is put in place to educate any perpetrator of prejudice.	Monitor termly and on a case by case basis. HT to oversee any cases of prejudicial behaviour	Reviewed annually by SLT	Summer 2 Review