



# Latimer Primary School

## Equality Information & Objectives

DATE APPROVED: 15 <sup>th</sup> June 2022	SIGNATURE CHAIR OF GOVERNORS: 
FREQUENCY OF REVIEW: Every 3 years	
DATE OF NEXT REVIEW: 15 <sup>th</sup> June 2025	

### 1. Aims

Our school aims to meet its obligations under the public sector equality duty 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 – in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

### 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

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

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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

The headteacher and governing body monitor equality issues on a termly basis.

#### **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 which 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 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 above data 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 homophobic or transphobic bullying).

#### **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.
- 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
- We have developed 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, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with special educational needs and/or disabilities
- Has equivalent facilities for boys and girls

## 8. Equality objectives

**Objective 1:** *To ensure all pupils value equality for themselves and others, and know appropriate action to take if they experience inequality or discrimination.*

Why we have chosen this objective: *To ensure our pupils are protected; so they understand and act upon British values.*

To achieve this objective we plan to: *Deliver regular PSHE lessons and assemblies upon this theme, linked to the school's 'The Simple Truths'. To provide support and intervention where pupils experience discrimination or have concerns or misconceptions linked to events on a national/local scale.*

**Objective 2:** *To ensure that all pupils make good progress from their starting points regardless of characteristics and attainment gaps between groups of pupils are closing.*

Why we have chosen this objective: *To provide all pupils with equal opportunities and future prospects upon leaving the primary phase of their education.*

To achieve this objective we plan to: *Provide quality first teaching and a range of interventions and support strategies to target individual needs. We will engage parents and pupils fully in this process.*

**Objective 3:** *To ensure all staff value equality for themselves and others, and know appropriate action to take if they experience inequality or discrimination.*

Why we have chosen this objective: *To ensure our staff are protected; so they can work free from discrimination and also support our pupils in achieving this.*

To achieve this objective we plan to: *Deliver training on school policies and procedures linked to equality, including anti-bullying and hate incident procedures; relevant HR policies; whistleblowing; and behavior management. Provide support and intervention where staff experience discrimination.*

**Objective 4:** *Continue to investigate and address all allegations of hate, prejudice or bullying. Report, monitor and evaluate all incidents to the Full Governing Body.*

Why we have chosen this objective: *To continue the good work of the school in keeping incidents of hate, prejudice and bullying to a minimum. To ensure pupils and their parents feel safe at Latimer Primary School.*

To achieve this objective we plan to: *Continue following current procedures, ensuring that parents of all parties involved are fully informed of the outcomes of investigations, the reasons for any sanctions being applied, and how to best support their child/ren. Hate incidents, behaviour and bullying incidents will be reported at each FGB meeting (at least once each term); governors and senior leaders will interrogate this data to ensure the school is taking appropriate action.*

## Policy Amendment Tracker

Date of Amendments	Previous Policy Version and Date:	New Policy Version and Date:
May 2021	The Key Model 2019	Update to existing model
Section	Change	
1	Amendment to reflect wider protected characteristics	