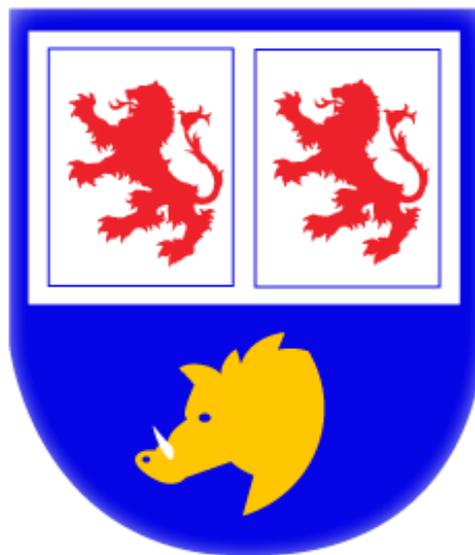


# Willington Primary School

## Equality Information and Objectives



**2020 - 2024**

**Approved by:**

Mr S Cornforth-Headteacher  
Mrs J Walker-Equality Governor

**Date:** November 2020

**Last reviewed on:**

2017

**Next review due by:**

[Date]

### **Equality Information 2020/21:**

We maintain confidentiality and work to data protection principles. We publish information in a way so that **no pupil** can be identified.

(Staff profile not required as less than 150 members)

#### **Pupils:**

Age	We have pupils aged from 3 to 11 years old in our school.
Disability	“Our numbers are so small it would not be appropriate to publish this information” We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
‘Race’ / ethnicity	100% pupil gave information Our pupil profile comprises: White British, Black African, Gypsy/Roma, Indian and other mixed background.
EAL (English as an Additional Language)	1.3% EAL The languages spoken within our pupil profile are: English, Italian, Panjabi and Yoruba
Religion and Belief / no belief	“Our numbers are so small it would not be appropriate to publish this information”
SEND	9.6% pupils identified with a Special Educational Need.
Sex – male/female	51.3% female 48.7% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	52.7% pupils eligible for Pupil Premium

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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 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

## 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 equality link governor is Mrs Walker. They will:

- Meet with the designated member of staff for equality every year, 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
- Meet with the equality link governor every year to 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.

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 receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues, and an 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 which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- 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:

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic 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.
- 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 pupils are encouraged to participate in the school's activities.

## 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

Our equality objectives are:

### 1. *To promote pupils personal development through quality of opportunity and inclusion*

Why we have chosen this objective: *The aim is to create a classroom environment where all students can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way.*

To achieve this objective we plan to:

- **Set clear rules in regards to how people should be treated**
- **Challenge negative attitudes**
- **Treat all pupils fairly and equally**
- **Ensure pupil's access early identification and intervention for SEND regardless of gender**

### 2. *To utilise the Sports Premium to ensure that there is equality of opportunity for both boys and girls to access PE enrichment activities*

Why we have chosen this objective: *To challenge stereotyping of gender sport*

To achieve this objective we plan to:

- **Offer a range of PE enrichment activities which are of mixed gender**
- **Offer girls PE enrichment activities for example we recognise some girls are less likely to join in mixed football sessions.**

### 3. *To raise pupil awareness and understanding of a range of ethnicities and cultural differences*

Why we have chosen this objective: *To avoid stereotyping an all-inclusive culture*

To achieve this objective we plan to:

- **Have themed lessons/weeks for example around Hinduism or disability.**
- **Try different foods, listen to music, play games, learn facts and watch videos. Try and incorporate the theme into each area of the curriculum to reinforce the topic and maintain interest.**
- **Visits to community places of worship**
- **Pupil debate**

- 4. Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.**

Why we have chosen this objective: ***To recognise that some people have specific difficulties which require adjustments to be made in the workplace.***

To achieve this objective we plan to:

- ***Questionnaires to staff relating to disability***
- ***Acting upon results to ensure a staff member is not discriminated in their working environment***

- 5. Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.**

Why we have chosen this objective: ***Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.***

To achieve this objective we plan to:

- ***Provide training for new members of staff or governors involved in recruitment and selection on equal opportunities and non-discrimination***
- ***Provide refresher training every 2 years***

## **9. Monitoring arrangements**

Willington Primary School will update the equality information we publish, at least every year.

This document will be reviewed by the headteacher and Equality governor at least every 4 years.

This document will be approved by the governing body.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment