

# Meadowhead Community Infant School and Nursery



## Equality information and objectives

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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 Steve Jones. They will:

- Meet with the designated member of staff for equality 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 (DHT) will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every 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.

The school has a designated member of staff for monitoring equality issues, and an equality link governor.

#### **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. sex, race, disability, religion or belief)
- 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 activities)

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
- 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.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our Year 1 children take part in 'The Linking Network' aimed at developing a positive, cohesive ethos by helping children to explore identity, celebrate diversity, promote community and champion equality.

## **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.

## **8. Equality objectives**

**Objective 1:** To ensure our curriculum enables pupils to extend appreciation of diversity and equalities.

**Why we have chosen this objective:** We need to ensure that we robustly support and address the equality agenda requirements for pupils in EYFS and KS1.

**To achieve this objective we will:**

- Assembly themes and PSHE lessons will reflect our commitment to diversity and equality.
- The RE curriculum will provide children with the opportunity to learn about different faiths.
- Special days such as 'Around the World Day' will enable pupils to learn about different countries and traditions.
- Displays around the communal areas of school show a range of cultures and equality.
- Our year 1 children will take part in 'The Linking Network' which involves making links with a local school in order to widen our pupils experiences of a diverse community.

**Objective 2:** To have a secure understanding of the specific additional needs of staff in school with a strong focus on mental health. Ensure that adjustments are in place to better meet their needs and ensure that any disadvantages they experience are addressed.

**Why we have chosen this objective:** We have a growing number of staff with particular needs. We cannot currently be sure that we are aware of all staff with specific disadvantages or specific needs.

**To achieve this objective we plan to:**

- Establish the specific needs of current staff through audit. This will include both teaching and non-teaching staff members.
- Ensure that appropriate risk assessments, adjustments are undertaken to address their current difficulties
- Ensure that a robust procedure is implemented that records and monitors needs and outcomes.

**Objective 3:** To narrow the gap in attainment of boys and girls achieving GLD at the end of EYFS.

**Why we have chosen this objective:** 2018-19 data shows that the gap between girls and boys achieving GLD at the end of EYFS has widened (56% boys compared to 65% girls).

**To achieve this objective we plan to:**


- Target and track the progress of boys closely during half termly assessments and pupil progress meetings.
- Seek pupil voice to inform topics, ensuring they are engaging to both boys and girls.
- Make use of the forest school site and outdoor provision to enthuse boys and work on specific learning areas.

**9. Monitoring arrangements**

The information we publish will be updated at least every year.

This document will be reviewed by the governing body at least every 4 years.

This document will be approved by the Headteacher and Equality Link Governor.

Adopted/Ratified:	September 2021
Review Frequency:	4 Year
Review Date	June 2025
Signed (Chair of Governors)	
Signed (Headteacher)	