

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 termly 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 towards achieving the objectives 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 from September 2025 to September 2029

Objective 1: To ensure our curriculum enables pupils to extend appreciate diversity.

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 weeks such as 'WorldVision will enable pupils to learn about different countries and traditions.
- Displays around the communal areas of school show a range of cultures and equality.

Objective 2: To have a secure understanding of the specific additional needs of children and 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 are addressed.

Why we have chosen this objective: We have a growing number of staff and pupils with mental health needs.

To achieve this objective we plan to:

- Establish the specific needs of all staff through an audit.
- Proactively discuss how staff can look after and improve their mental health
- Ensure that appropriate risk assessments, adjustments are undertaken to address their current difficulties with the support of HR
- Ensure children receive the appropriate support as timely as possible through outside agencies if appropriate.

Objective 3: To narrow the gap in attainment of disadvantaged children, girls, boys, eal and SEND in the phonics screening check compared to national data.

Why we have chosen this objective: The importance of passing the phonics screening check is vital for children leaving school ready for the Junior School.

To achieve this objective we plan to:

- Maintain high quality teaching in Phonics and early reading
- Use of extra adult support to carry out interventions
- Target and track the progress of all groups during half termly assessments and pupil progress meetings.

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.