

Equality information and objectives

Leedon Lower School



Approved by:

Board of
Governors

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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.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives daily to the headteacher.
- 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.

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. This is always available to all staff.

The school's head teacher monitors equality issues along with 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, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the 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 report to governors and then;

- 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. 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.

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 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

Objective 1

For all children to have equal access to all areas of the curriculum, creating equity of opportunity for all and supporting children from all backgrounds to succeed.

- Using the principles of RADY (raising attainment of disadvantaged youths) to make sure that all children from disadvantaged backgrounds or circumstances are able to be represented across the school in clubs, positions of responsibility and when opportunities to represent the school are available. (monitored through formal observations in the Autumn 2024 term)
- Use the RADY principles to make sure that no child is ever prevented from achieving due to background or circumstances e.g sports clubs, music lessons, school trips and special events. (Audit of clubs and ex curricular activities in Autumn 2nd 2024)
- Use the RADY principles to make sure that in lessons 'RADY' children are supported to share, lead and interact in all lessons. (monitored through formal observations in the Autumn 2024 term)

Objective 2

For all children and staff to 'live' the fundamental British values. To be able to talk about and understand the impact(importance?) of Democracy, The rule of Law, Individual Liberty and Mutual Respect.

- Have a specific British Values lesson in each half term of PSHE lessons. (monitored by PSHE Lead in leadership time across the Autumn 2024 term – in place by Christmas and evidenced in planning)
- To have a focused assembly for each British Value when it complements a School Value. (DH and HT to deliver these across each month's value)
- To audit books across the school to support cultural diversity and inclusion of all. (PSHE lead along with SLT – second half of Autumn 2024 term)

9. Monitoring arrangements

The governing board will update the equality information we publish, [described in sections 4-7 above], at least every year.

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

This document will be approved by governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments for visits and visitors
- Equality Statement

Appendix A

Previous objectives

Objective 1

Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the governing board.

Why we have chosen this objective: For transparency and to highlight areas for improvement. To achieve this objective we plan to: Work with HR and finance to highlight trends.

Progress we are making towards this objective: Completed December 2023

Objective 2

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To support governors and staff in making informed, compliant decisions
To achieve this objective we plan to: Train staff and governors prior to July 2024

Progress we are making towards this objective: Completed July 2024