

Simonside Primary School

Equality information and objectives



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1. Aims of the policy

Simonside Primary School aims to meet its obligations under the Public Sector Equality Duty (PSED) 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.

At Simonside Primary School we are aware of requirement of maintained schools to comply with the equality and diversity legislation and to promote community cohesion. We believe that ensuring equality plays an absolutely critical part in the development of the potential of all members of our school community.

Simonside Primary School embraces the need to promote equality in the following areas:

- Gender (sex and reassignment) • Age • Race • Disability • Religion or belief • Sexual orientation
- To ensure that community cohesion is promoted.

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 body at Simonside Primary will:

- ensure that the equality information and ethos as set out in this policy 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.

Simonside Primary will appoint an equality link governor. They will:

- meet annually with the designated member of staff for equality, and other relevant staff members, to discuss any issues and how these are being addressed. This discussion should then inform the writing of the annual equality report.
- ensure they're familiar with all relevant legislation and the contents of this document.
- attend any appropriate equality and diversity training.
- report back to the full governing body regarding any issues.

The governing body at Simonside Primary School 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 the objectives are reviewed and updated at least every 4 years
- delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher of Simonside Primary will:

- promote knowledge and understanding of the equality objectives among staff and pupils
- monitor success in achieving the objectives and report back to governors
- ensure that the annual equality report is produced

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

Simonside Primary 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.

The school business manager designated member of staff for monitoring equality issues. 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, Simonside Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that 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 events)

In fulfilling this aspect of the duty, Simonside Primary school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

- Gather further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

6. Fostering good relations

Simonside Primary 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. Our PSA works with families to deal with any tensions
- › We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. This links to our rights respecting work.

7. Equality considerations in decision-making

Simonside Primary 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

Objective 1

To narrow the gap in attainment between different groups.

To monitor closely the progress of all children and identify any underachievement in performance and adjust provision to support progress.

Objective 2

To maintain and promote to wider stakeholders our UNICEF Gold Rights Respecting School ethos.

This is embedded in our curriculum and daily life in the school. We want to widen the positive impact of this in our community and trust schools to support equality and diversity.

Objective 3

By September 2023 **achieve the School of Sanctuary award** to enable all pupils, staff and the wider community to understand what it means to be seeking sanctuary and to extend a welcome to everyone as equal, valued members of the school community. Simonside Primary is a school that is proud to be a place of safety and inclusion for all.

9. Monitoring arrangements

The Headteacher and school business manager will update the equality information we publish at least every year.

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

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment.