

Equality Information and Objectives

River Peck Federation

Bellenden Primary School and Pilgrims' Way Primary School



Aims

At the River Peck Federation, we aim to meet our 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

Legislation and guidance

This document meets the requirement under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) regulation 2011](#), which requires 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](#).

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 on a daily basis to the Headteachers

The equality link governor will:

- Meet with the designated member of staff for equality every term 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 Executive Headteacher/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 Executive Headteacher/Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues
- Support the Executive headteacher /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 this document

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.

The school has a designated member of staff for monitoring equality issues and make senior leaders and governors aware of these as appropriate.

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 particular need of people who have a particular characteristic (e.g. enabling Muslim pupils to have access to a hygiene suite)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g encouraging all pupils to be involved in a range of extra-curricular clubs)

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 (e.g declines in incidents of homophobic or transphobic bullying)

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 collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worships 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 collective workshops, and organising school trips and activities based around the local community

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

Equality Objectives 2021-2025

Objective 1: To use performance data to monitor pupil achievement and respond to variations between groups of pupils, subjects, key stages, trends over time and comparison with other schools

Objective 2: To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.

Objective 3: To provide an environment that welcomes, protects and respects diverse people

Objective 4: To increase pupil awareness and understanding of different communities through assemblies and cultural events.

Objective 5: To raise awareness of the impact of bullying, especially where this relates to protected characteristics.

Objective 6: To ensure that all pupils and other stakeholders are given the opportunity to make a positive contribution to school life.

Monitoring Arrangements

The Headteachers will update the equality information that we publish, at least every year.

The document will be reviewed by the Headteacher and relevant member in the board at least every 4 years. This document will be approved by the governing body.

Approved by Governors: