



## **Rowley Park Primary Academy**

### **Equality Information and Objectives 2023 - 2027**

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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**. This document also complies with our funding agreement and articles of association.

### **3. Roles and responsibilities**

#### **The academy council 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 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 academy councillors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

### **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 members of the school community with a disability)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim members of school 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:
- Have ready access to 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

## **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 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.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

## **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. 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. Objectives

Objective:	The why:	To achieve this, we will:
<p><b>Objective 1:</b> Ensure that the promotion of equality is included in all our development planning, school environment and through all school policies.</p>	<p><b>So that:</b> All members of our community are considered and represented at all times.</p>	<p><b>To achieve this, we will:</b></p> <p>Ensure that all policies have due regard to this area.</p> <p>Ensure diversity is clearly represented within our school environment – displays, texts, book areas, prospectus</p> <p>Have fair representation of all groups within school leadership groups, pupil voice, school representation events, celebrations etc...</p>
<p><b>Objective 2:</b> Show respect and develop understanding for cultural diversity through teaching and learning processes that reflect the ethnic diversity of all of our Trust schools and our society.</p>	<p><b>So that:</b> We promote diversity and tolerance within our school and local community.</p>	<p><b>To achieve this, we will:</b></p> <p>Ensure the curriculum offer; planning, lessons and activities raise awareness and understanding of the diverse nature of the community.</p> <p>Celebrate diversity through visits, visitors, assemblies and celebration events.</p>
<p><b>Objective 3:</b> Ensure that our procedures for recruitment, admissions, attendance, exclusion and discipline are fair and do not discriminate against any ethnic group.</p>	<p><b>So that:</b> The school population reflects the ethnic and diverse mix of its community.</p>	<p><b>To achieve this, we will:</b></p> <p>Ensure that there is no discrimination and pay due regard to admissions policies and monitor recruitment processes carefully.</p> <p>Regularly review attendance, behaviour and exclusion data and address any barriers.</p> <p>Ensure equity for all groups is taken into account when planning trips and events.</p>
<p><b>Objective 4:</b> Work to eradicate any inequalities in progress and attainment between different groups (ethnicity, SEND, gender)</p>	<p><b>So that:</b> We ensure all children have every opportunity to make the best possible progress irrespective of their ethnicity, gender, backgrounds or disability.</p>	<p><b>To achieve this, we will:</b></p> <p>Support the development of high levels of self-esteem and seek to support, engage and motivate all pupil.</p> <p>Closely monitor data regularly and use to identify and remove any barriers to learning.</p> <p>Raise aspirations of all children.</p>

## **9. Monitoring arrangements**

- The headteacher will update the equality information we publish at least every year.
- This document will be reviewed by SLT and Academy Council at least every 4 years.
- This document will be approved by Academy Council
- This document Links to Accessibility Plan

Approved by: Academy Council	Date: 22.03.23
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