



SHOBNALL PRIMARY & NURSERY SCHOOL

EQUALITY INFORMATION AND OBJECTIVES



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CONTENTS

STATEMENT OF INTENT

1. LEGAL FRAMEWORK
2. ROLES AND RESPONSIBILITIES
3. EQUALITY OBJECTIVES
4. COLLECTING AND USING INFORMATION
5. PROMOTING EQUALITY
6. ADDRESSING PREJUDICE-RELATED INCIDENTS
7. CURRICULUM
8. COMPLAINTS PROCEDURES
9. MONITORING AND REVIEW

STATEMENT OF INTENT

Shobnall Primary & Nursery School recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

The school has a statutory duty to publish an Equality Information and Objectives Statement. This document sets out how the school determines its equality objectives.

1. LEGAL FRAMEWORK

This document has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This document also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This document operates in conjunction with the following school policies and procedures:

- JTMAT Equality Information Advice and Guidance
- Admissions
- Complaints Procedures
- Grievance
- Data Protection
- Pupil Equality, Equity, Diversity and Inclusion
- Staff Equality, Equity, Diversity and Inclusion

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this document, the Equality Act 2010 will be referred to as 'the Act'. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin

- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is John Taylor Multi-Academy Trust.

The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

The school will promote equality of opportunity for all staff and job applicants and will work in line with the JTMAT Equality Information Advice and Guidance.

2. ROLES AND RESPONSIBILITIES

The **Local Governing Body** will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to:
 - Publish equality objectives at least every four years commencing on the date of the last publication.
 - Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Procedures does not discriminate in any way.

SHOBNALL PRIMARY & NURSERY SCHOOL
EQUALITY INFORMATION AND OBJECTIVES

- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The **headteacher** will:

- Implement and champion these procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this document.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.

- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the head of year or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

The school will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

3. EQUALITY OBJECTIVES

- The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.
- The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.
- The school's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school website annually.
- The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- To achieve this, the school has established the following objectives:
 1. To close the gap in performance of all pupils with special educational needs or disabilities.

**SHOBNALL PRIMARY & NURSERY SCHOOL
EQUALITY INFORMATION AND OBJECTIVES**

2. To promote cultural development and understanding through a rich range of experiences both in and beyond the curriculum.
3. To prevent and respond to all hate incidents and prejudice-based bullying.

Objective Group	Objective
Pupil Achievement	<p>All pupils are assessed, monitored and tracked through the school's individual system.</p> <p>Under-achievement is identified and appropriate intervention is applied in a timely manner.</p> <p>Improve the quality of support for pupils in all vulnerable groups in the classroom.</p> <p>Pupils are able to participate in a full range of extra-curricular opportunities.</p> <p>Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups.</p>
Behaviour and Safety	<p>Ensure all pupils feel safe in school.</p> <p>Ensure all pupils show respect and kindness towards each other.</p> <p>Pupils, staff and parents know that any forms of discrimination will be challenged.</p>
Teaching and Learning	<p>All children experience high quality standards of teaching.</p> <p>Ensure all pupils have access to appropriate technology.</p>
Leadership and Management	<p>The staff and local governing body reflects the diversity of the school's community.</p> <p>No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children.</p> <p>The headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.</p>

- The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

4. COLLECTING AND USING INFORMATION

- In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.
- The school will collect equality information for the purpose of:
 - Identifying key issues, e.g. unlawful discrimination in teaching methods.
 - Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
 - Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.
- The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:
 - Recruitment and promotion
 - Numbers of part-time and full-time staff
 - Pay and remuneration
 - Training
 - Return to work of staff members on parental leave
 - Return to work of disabled employees following sick leave relating to their disabilities
 - Appraisals
 - Grievances (including about harassment)
 - Disciplinary action (including for harassment)
 - Dismissals and other reasons for leaving
- The school will use the information it obtains to analyse any gaps present in its equality documentary.

5. PROMOTING EQUALITY

- In order to meet our objectives, the school has identified the following priorities:
- The school will make reasonable adjustments related to disabled pupil's educational needs, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.

**SHOBNALL PRIMARY & NURSERY SCHOOL
EQUALITY INFORMATION AND OBJECTIVES**

- The school will ensure there is adequate access to the physical environment of the school.
- The school will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.
- Equality objectives will be published at least every four years commencing on the date of the last publication.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.

6. ADDRESSING PREJUDICE-RELATED INCIDENTS

- The school is opposed to all forms of prejudice. The school will ensure that pupils and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate, report them to the Trust.
- Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

7. CURRICULUM

- All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.
- When planning the curriculum, the school will take every opportunity to promote and advance equality.
- When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.
- The school will develop an appropriate curriculum for all pupils in all vulnerable groups.
- The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

8. COMPLAINTS PROCEDURES

- The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able

to make a complaint about the provision of facilities or services that the school provides.

- The school will adhere to the JTMAT Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the JTMAT Complaints Policy.
- The school will work to develop good professional relationships between colleagues; however, the school understands that sometimes conflicts may arise. Through maintaining open communication, the school wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the Trust's Grievance Policy.

9. MONITORING AND REVIEW

- The headteacher will review this document annually, to ensure that all procedures are up-to-date. The document will be monitored and evaluated by the headteacher and local governing body in the following ways:
 - Individual attainment data
 - Equal opportunities recruitment data
 - Equality impact assessments
 - Ofsted inspection judgements on equality and diversity
 - Incident records related to harassment and bullying
- Any changes made to this policy will be communicated to all relevant stakeholders.