



Cumberworth C.E (A) First School Equality Information and Objectives

**Approved by: Standards
& Effectiveness Sub-
committee**

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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

Protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

They do not all apply to children in school.

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 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 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.

The headteacher is the designated member of staff for monitoring equality issues, Any issues are communicated to senior leaders and governors 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.
- › Taking steps to meet the particular needs of people who have a particular characteristic.
- › 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 activities)

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

- › Report on attainment 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
- › Publish further data, as appropriate, about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 visitors of other faiths into school and organising school trips and activities based around the local community
- › Encouraging and implementing initiatives for all groups of pupils to have a voice and to work collaboratively, e.g. our school council has representatives from different year groups and is formed of pupils from a range of backgrounds; themed days involve children from different groups to work together
- › All pupils are encouraged to participate in the school's activities, such as sports clubs.
- › We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach e.g. Specialist Outreach Provision.

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 is accessible to pupils with disabilities; has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To train staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.

Timescale: by the end of academic year 2021-2022

Evaluation: Training evaluation data will show that those attending have a good understanding of the legal requirements.

Objective 2

To ensure our curriculum is a reflection of the diverse society we live in and that achievements of groups of people who shared protected characteristics are celebrated.

Timescale: by the end of the academic year 2021-2022

Evaluation: This will be evidenced by curriculum planning; work scrutiny; lesson observations; talking to children.

Objective 3

To further promote good relationships between those who share a protected characteristic and those who do not share it by providing more opportunities for visitors from other faiths/cultures.

Timescale: During the academic years 2021-2022 and 2022-2023

Evaluation: Record of visits; speaking with children

9. Monitoring arrangements

This document will be reviewed by the Standards & Effectiveness Sub-Committee bi - annually and will be published on the school website.

10. Links with other policies

This document links to the following policies:

- Accessibility plan