

Equality information and objectives

South Ossett Infants' Academy



Approved by:
Governors and SLT

Date: October 2022

Last reviewed on: October 2022

Next review due by: December 2026



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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 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, 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 equality link governor is Tony Sargeant. He will:

- Meet with the designated member of staff for equality (headteacher) at least yearly 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 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
- Meet with the equality link governor at least yearly to raise and discuss any issues
- Identify 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 section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and actively promotes with non-discrimination. As part of our teaching, assemblies and general ethos we promote the value of all people and a respect for the differences and similarities between ourselves and others.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. 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, the school aims to advance equality of opportunity by:

- Reviewing provision as part of self-evaluation to ensure all aspects of school life are accessible to all
- Identifying any potential barriers and taking steps to address these
- Encouraging all pupils to participate fully in any activities

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. 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

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. Equality objectives

- Equality objectives should be clearly relevant to the groups with protected characteristics named in the Equality Act (gender, disability, gender reassignment, pregnancy and maternity, race, religion and belief, and sexual orientation), but may refer also to groups disadvantaged by social and economic factors.

Objective 1: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July each year, and report on this to the governing body.*

Why we have chosen this objective: To ensure that our actions are in line with our ethos and that the governing body have an overview and understanding of recruitment, staffing and equality in school.

To achieve this objective we plan to: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July each year, and report on this to the governing body*

Progress we are making towards this objective: due to a low number of jobs advertised and low applicant numbers, no statistically significant data was created. We will continue with this objective until the next policy review.

Objective 2: *Evaluate the resources used by the staff and children to ensure that these represent all groups positively and promote and support our ethos of respect and understanding*

Why we have chosen this objective: when purchased or loaned all resources individually are planned to address this but it is important to ensure that **as a whole** these continue to fulfil this

To achieve this objective we plan to: As part of staff training we look at different sections of resources; library book, topic resources, guided and reading together books, digital resources ie Lexia and RM maths to ensure that these represent all and promote and support our ethos of respect and understanding.

Each section will be evaluated to see which groups are represented and how. Any issues identified in this will be addressed through adding resources to or removing them from the bank of resources available. Any actions identified will form an action plan to be addressed within a suitable time frame.

Progress we are making towards this objective: This is ongoing

9. Monitoring arrangements

The Standards committee of the governing board 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.

This document will be approved by the governing body.