



Cold Norton Primary School

Equality Information and Objectives

Spring 2021 – Spring 2025

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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](#).

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 equality link governor is Mrs H. Kirkham, who will:

- Discuss any equality issues with the designated member of staff for equality to see these are being addressed
- Be familiar with 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

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.

Staff and governors are reminded of their responsibilities under the Equality Act, for example during meetings.

Staff receive refresher training on the Equality Act and are aware of the protected characteristics/groups:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The school has a designated member of staff for monitoring equality issues and an equality link governor.

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

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

- Analyse attainment data to determine strengths and areas for improvement, implement actions in response and publish this information
- Consider 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 leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.

- Initiating communication and co-operation across the whole school; for example, our school council has representatives from different year groups; all pupils are encouraged to participate in the school's activities.

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

Discrimination

To prevent pupils saying hurtful things about other groups of people or individuals.

To achieve this objective we plan to:

- Discuss with pupils the importance of good values such as: kindness, tolerance, sensitivity, open-mindedness and thoughtfulness through class council, assemblies and Personal, Social and Health Education;
- Celebrate pupils who exemplify these values by awarding School Value cards in assemblies;
- Teach children to be non-judgemental and to know how to raise issues, by telling adults, if they become concerned/upset about someone or something that is being said;
- Continue to embed a culture whereby pupils know that adults will listen to them;
- Utilise NSPCC Speak Out Stay Safe and other stay safe/ bullying workshops/lessons to empower pupils to deal with any issues that could arise.
- Request that staff continue to report incidents to the Headteacher/Senior Leader

Objective 2

Religion or belief

To develop a greater understanding of any religions we may have represented within the school and to learn about other religions.

To achieve this objective we plan to:

- Display materials and resources that reflect the different cultures of pupils and their families in the school and of the wider world.
- Work in partnership with families who practice a recognised religion that is newly represented within the school

Objective 3

Gender

To monitor the attainment of pupils in reading, writing and maths, so that the school does not develop significant trends in differences between the attainment of boys and girls.

To achieve this objective we plan to:

- Analyse internal and published data by groups, including gender, to ascertain three year trends.

9. Monitoring arrangements

The Headteacher, together with the named Governor, will update the equality information we publish at least every year.

This document will be reviewed by the Headteacher and Governing Body at least every 4 years.

This document will be approved by the Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Anti-bullying policy
- Behaviour Policy