

Barnard Grove Primary School

Equality Information

2023-2024





Equality Information
2022-2023

Contents

Aims 2

Legislation and Guidance 2

Roles and Responsibilities 2

Eliminating Discrimination 3

Advancing Equality of Opportunity 3

Fostering Good Relations 4

Equality Considerations in Decision-Making 4

Equality Objectives 5 & 6

Monitoring Arrangements 6



Equality Information

2022-2023

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

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.

Roles and Responsibilities:

The Local Academy Committee 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 (Lee Walker)

The designated member of staff for equality (Naomi Tones) will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Headteacher in identifying any staff training needs, and deliver training as necessary



Equality Information

2022-2023

All school staff are expected to have regard for this document and to work to achieve the objectives.

Eliminating Discrimination:

Barnard Grove Primary 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 Local Academy Committee members are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years. Barnard Grove Primary School has a designated member of staff for monitoring equality issues. They regularly liaise with senior leaders and Local Academy Members to make them aware of issues and make decisions appropriately.

Advancing Equality of Opportunity:

As set out in the DfE guidance on the Equality Act, Barnard Grove Primary 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. disability, race, gender)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. to support those of different faiths, habits and beliefs)
- 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:

- Publish 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
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils



Equality Information

2022-2023

Fostering Good Relationships:

Barnard Grove Primary 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, personal, social, health, citizenship and economic (PSHCE) 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
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. 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

Equality Considerations in Decision-Making:

Barnard Grove Primary 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



Equality Information

2022-2023

Equality Objectives:

Planned Actions	Planned Outcomes
<p>Ensure the school's policy on British Values is shared with staff, parents and pupils.</p> <p>Encourage children to understand the importance of laws and rules that govern the class, school or country are consistently reinforced through our behaviour policy and through school assemblies.</p> <p>Enable pupils to distinguish right from wrong and to respect the civil and criminal law of England through discussions in class and assemblies</p> <p>Encourage pupils to accept responsibility for their behaviour, show initiative and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely.</p> <p>Enable pupils to develop their self-confidence, self-knowledge and self-esteem through the school drivers, PSHCE, assemblies.</p> <p>Develop children's understanding of democracy by allowing pupil to have the opportunity to have their voices heard through pupil questionnaires.</p>	<p>Pupils are taught British Values throughout the curriculum of:</p> <p>Democracy</p> <p>The rule of Law</p> <p>Individual Liberty</p>
<p>Review the curriculum content across the school as policies are reviewed</p> <p>Assemblies, lessons and resources to continue to provide opportunities for children to learn about racial & cultural diversity other than their own. They will also include discussions involving prejudices.</p> <p>All staff to have regular Prevent training</p> <p>Racist incidents to be logged on CPOMs</p>	<p>Pupils gain a greater awareness of racial diversity through curriculum & extend learning opportunities to develop their tolerance of those of different faiths and beliefs and mutual respect.</p>
<p>Promote equal possibilities for both boys and girls through the curriculum and have equal expectations of each gender in terms of progress and attainment within the curriculum.</p> <p>Regularly review the curriculum to ensure opportunities to promote</p> <p>Broaden the horizons of both boys and girls through discussion of career prospects for all children without discriminating between boys or girls.</p> <p>Do not support gender stereotyping.</p> <p>Regular analysis of internal data</p> <p>Analyse end of year data to identify trends</p> <p>Secure action planning to address and narrow gaps</p>	<p>Pupils gain a greater awareness of mutual respect between women and men, girls and boys</p> <p>To identify trends in attainment and progress across the school of different groups of pupils.</p> <p>To narrow any gap in attainment between genders.</p>
<p>Monitor job applicants for all posts</p> <p>Collate equality information from applicants</p> <p>Adhere to the safer recruitment policy</p>	<p>Establish profile of job applicants to identify if any positive action is required to attract under-represented groups</p>



Equality Information

2022-2023

All staff to understand and adhere to the staff code of conduct.	All staff to promote inclusive and collaborative ethos.
All staff to understand the requirements of the single equality scheme in relation to their role in school and the expectation of their contribution to the inclusive and collaborative ethos that the school promote.	To challenge inappropriate language and behaviour and respond appropriately to incidents of harassment and discrimination.
Regular environment audits to ensure that the building is accessible for children who attend the school with disabilities. Ensure that the entrance of the school including the car park is accessible to those with disabilities.	To ensure that the building is accessible to all pupils. Promote positive attitudes towards people's disabilities

Monitoring Arrangements:

This document will be reviewed year, but may be reviewed and updated more frequently if necessary.

This plan will be reviewed and presented to the Local Academy Committee for approval every year.

Policy Reviewed: September 2023

Review Date: September 2024