

Equality information and objectives policy



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1. Aims

Brierley Hill Primary aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our school aims to promote respect for difference and diversity in accordance with our school values; **ambition, belief, compassion pride** and **respect**.

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 among staff and pupils
- › Monitor success in achieving the objectives and report back to governors
- › Meet with governors once every academic year to raise and discuss any issues
- › Support the headteacher in identifying any staff training needs.

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.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- › 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 societies)

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 our school values, RE, citizenship and personal, social, health and economic (PSHE) education.
- › Working with our local community.
- › Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds.

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

Objective 1

To implement and review RSE to ensure it is inclusive of different types of relationships and identities and that all resources used are current and reflect the new curriculum.

We have selected this objective as after a curriculum review it has become clear we need to make our RSE curriculum right for the children in our care. This needs to be current, inclusive and include resources that are both current and meaningful.

To achieve this objective we plan to introduce a new RSE curriculum in Summer 2024. This will include work about relationship and identities. We aim for all children to feel confident in talking about different relationships when they leave in Year 6.

Progress we are making towards this objective: The curriculum will change in Summer 2024, current work is preparation for this is be an effective change for all children in school.

Objective 2

To fully embed different families, celebrating difference and diversity across the whole school.

We have chosen this objective due to our community celebrating a range of festivals. We want our children to be tolerant, to understand and be knowledgeable regarding all religions. We aim for the children to share their religious experiences and teach one another.

To achieve this objective we plan to celebrate a range of religious festivals in school. Decorate our communal foyer area so it is evident to parents and visitors. Our RE curriculum will include all religious and empower children with the knowledge they need in their future.

Progress we are making towards this objective: the RE curriculum has been updated and amended. Teachers brought this new curriculum into their classroom in January 2024.

Objective 3

To continue to develop staff expertise in supporting pupils with SEND.

We have chosen this objective as staff identify SEND support as an area of development in their classrooms.

To achieve this objective we plan to make staff aware of specific training they came access. We will make links with outside agencies e.g. Cherry Tree, we will work alongside our Educational Psychologist and Pastoral Lead.

Progress we are making towards this objective: staff have learnt about pedagogy and know the importance of research based practice. Training has been identified and offered to staff.

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the Governing board at least every 4 years.

This document will be approved by the Governing board.