

Two Village C of E Primary School



Equality Information and Objectives



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Equality Information and Objectives

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

At Two Village we:

Religious Belief

- Will not discriminate against a person on the grounds of religion or belief. Our children are taught to respect the beliefs of others and learn about these through Religious Education and worship as well as through other areas of the curriculum.

Teaching and Learning and the Curriculum

- Teach pupils to understand others and respect others. We promote our core Christian values, which include respect, and value inclusion and diversity. We promote awareness of human rights and the responsibility to uphold and defend them. We work to develop the skills of participation and responsible action. All of these areas are covered within our curriculum which aims to provide our children with a greater understanding and appreciation of diversity and inclusion, leading to equality.

Equality and Excellence

- Ensure that there are equal opportunities for all to succeed at the highest level possible, removing barriers to access and participation in learning and wider activities and aiming to eliminate variations in outcomes for different groups.

Engagement and Extended Services

- We provide a means for children, young people and their families to interact with people from different backgrounds and build positive relationships, including links with other schools and communities locally, across the country and internationally. We enjoy positive working relationships with other local schools in many ways - sporting, musical and via Harwich Education Partnership. We support many different charities, locally, nationally and abroad.

Race Equality

We are totally committed to:

- Promoting equality of opportunity
- Promoting good race relations



- Elimination of unlawful racial discrimination

Disability Equality

The Disability Discrimination Act (1995-amended 2005) describes a disabled person as someone who has ‘a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day to day activities.’ St Thomas More Catholic Primary School will have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination that is unlawful under the act
- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life
- Take steps to meet disabled people’s needs even if this requires more favourable treatment

Gender Equality

- Will not tolerate unlawful sex discrimination and harassment
- Promote equality of opportunity between females and males

Equal Opportunities in Employment

The school will uphold its obligations under law and national collective agreements not to discriminate in any of its activities against employees or applicants for employment on the grounds of their sex, sexual orientation, marital status, disability, race, colour, age, or nationality. We seek to ensure fair treatment to all on employment matters whether or not their personal circumstances and differences are covered by these formal agreements and to consider the practicality of accommodating the particular needs of all groups.

Behaviour or actions by members of staff against the spirit and/or the letter of the law or this policy will be considered serious disciplinary matters and may, in some cases, lead to dismissal.

This policy deals with matters of employment in the broadest sense, and this includes the protection of staff from harassment or discrimination by any member of the school community or other persons connected with the 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.](#)

Sowing the Seeds for Success – With God Nothing is Impossible



3. Roles and responsibilities

The Local Schools 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 will:

- Meet with the designated member of staff for equality and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the Local Schools 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.

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 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:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)



- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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)

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 (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data 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 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. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. 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

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



The school makes an Equality Impact Assessment, to show we have actively considered our equality duties and asked ourselves relevant questions, when planning school trips and activities. This is completed by the member of staff organising the activity.

8. Equality objectives

Objective 1: To promote cultural development and understanding through a rich range of experiences both in and beyond the school

Why we have chosen this objective: *Children within our school need to develop a greater understanding of other cultures.*

To achieve this objective we plan to: ***Invite visitors from other cultures to our school***

Teach about different cultures across our curriculum

Develop links with schools in other countries

Progress we are making towards this objective: Our recently updated curriculum has opportunities built in for pupils to experience and learn about different cultures. We are developing links with schools in other parts of the world. Visitors have unfortunately been limited due to recent restrictions.

Objective 2: To narrow the gap between boys and girls in mathematics by the end of KS2

Why we have chosen this objective: *Girls are outperforming boys in writing in some classes across the school.*

To achieve this objective we plan to: ***Monitor boys' progress and attainment in writing and provide opportunities for writing that boys find inspiring.***

Progress we are making towards this objective: New objective - 2021

9. Monitoring arrangements

The Local Schools Board will review the equality information we publish, at least every year.

This information provided in this document will be reviewed by the Local Schools Board annually. The objectives will be reviewed at least every 4 years.

This document will be approved by the Local Schools Board.

Approved by Local Schools Board: 8th March 2022

Next Review: March 2023