



# **SUDLEY INFANT SCHOOL EQUALITY OBJECTIVES 2017**

**Signed: Mr Steven Kearney – Vice chair of Governors**

**Autumn 2017**

**Review: Autumn 2018**

## **The Equality Act 2010: Public Sector Equality Duty for Schools**

Since April 2011, all public bodies including schools have been bound by the *Public Sector Equality Duty (Section 149 of the Equality Act 2010)*. This replaces previous statutory duties on race, gender and disability and covers new protected characteristics: *age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation*. It should be noted that age is a relevant characteristic for schools when considering their duties as an employer but not in relation to pupils.

The duty has two main parts: the 'general' equality duty and 'specific duties'.

### **The general equality duty**

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it by:
  - a. Removing or minimising disadvantages
  - b. Taking steps to meet different needs
  - c. Encouraging participation when it is disproportionately low
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

### **Specific duties**

1. To publish information to demonstrate compliance with the duty by 6<sup>th</sup> April 2012 and thereafter annually.
2. To prepare and publish one or more specific and measurable equality objective by 6<sup>th</sup> April 2012 and again no more than 4 years later (from September 2017, these must be published on the school website)

### **General objectives**

- To ensure that all children have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation.
- To ensure that no-one is unfairly disadvantaged as a consequence of a protected characteristic.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that those with management responsibility and individual members of staff accept responsibility for planning, teaching, learning and curriculum and apply this policy to all we do.
- To ensure that children, parents and carers are fully involved in the provision made by the school and to increase transparency.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

### **Strategies**

- Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents, carers and governors will be involved and consulted about the provision being offered by the school.

- Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
- The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- INSET opportunities will be provided for staff, to raise awareness of general and current issues.

### **Sudley Infant School main objectives September 2017- July 2018**

#### ***Equality Objective 1:***

To improve the attendance of disadvantaged children.

#### ***Why we have chosen this objective:***

School attendance of this group is below the whole school average.

#### ***To achieve this objective, we plan to:***

- Work with individual families.
- Have attendance poster campaign.
- Encourage greater involvement in school clubs.
- Monitor attendance fortnightly for this group.

#### ***Equality Objective 2:***

To improve understanding of discrimination in the UK and in the wider world.

#### ***Why we have chosen this objective:***

Children need to understand what discrimination is and ways to improve how they think about the world.

***To achieve this objective, we plan to:***

- Promote Oddizzi, a new learning platform for cultures and geography in school.
- Make sure resources are diverse to support learning.

***Equality Objective 3:***

To improve achievement of Year 2 SEN pupils in reading, writing and maths.

***Why we have chosen this objective:***

Disadvantaged children, particularly those with SEN, are currently under-performing compared to non-disadvantaged children. By targeting this group of children, we intend to reduce the attainment gap of pupils supported through pupil premium.

***To achieve this objective, we plan to:***

- Use pupil premium funding to support intervention groups to improve pupil performance.
- SENCO and teaching staff to regularly monitor the progress and attainment of this group of children so that timely and relevant action can be taken.
- Selection process for intervention groups to be monitored.

**Equality Objective 4:**

To widen children's experiences in school with other people.

**Why we have chosen this objective:**

Children respond well to guest speakers at school. They can ask questions and capture the event through various means e.g. in the classroom they may produce something for the display boards around school or they may use school iPads to record their question and answer.

**To achieve this objective, we plan to:**

- Invite members of the school and local community in to support the learning process around equality.

**Equality Objective 5:**

To support all pupils in understanding the need and importance of respectful behaviour towards others.

**Why we have chosen this objective:**

Young children need to have an awareness about the effect of 'saying as it is' with others. They notice differences between themselves and others e.g. seeing that someone has glasses, someone has darker or lighter skin, someone has curlier or straighter hair, or someone uses crutches to get around the classroom.

**To achieve this objective, we plan to:**

- learn about the differences and similarities between people of different races, cultures and religions.
- Positive and negative behaviour books to be promoted across the year.
- Monitor impact of negative behaviour, use of words, body language and whether children use social media.

### ***Equality Objective 6:***

To continually review the systems in place which support pupils, parents and carers with protected characteristics.

### ***Why we have chosen this objective:***

Current affairs often prompt discussions in the classroom. Continuous review of systems in place to aid discussions and offer support will give the school a greater ability to adapt to situations. e.g. reports in the news on extremism prompted the introduction of ICE CATS (In case of emergency, children, adults, teacher safety) training designed to move classes of up to 30 children, quickly, quietly and safely in a child friendly way, in worst case scenario situations i.e. weapon's in school or possible terrorist threats.

### ***To achieve this objective, we plan to:***

- Work in a meaningful, child friendly way