



Aspire Believe Achieve
Ready Respect Safe

Arnold View Primary School

Equality Public Sector Equality

Duty including Objectives

Policy Reviewed (Date): April 2023

Signed: _____ **(Chair of Governors)** **Date:** _____

Signed: _____ **(Head Teacher)** **Date:** _____

Next Review Due (Date): April 2024

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1. Aims

Our school 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

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.

This document also complies with our funding agreement and articles of association.

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
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- 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 Chair of Governors will:

- Meet with the Head Teacher to discuss equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all 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 among 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The school's Head Teacher monitors equality issues and liaises with the Chair of Governors. They meet termly 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 that 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 and supporting Muslim pupils to fast during Ramadan)

- 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:

- 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 (RSHE) 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
- 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

8. Equality objectives

Objective 1

To promote positive attitudes towards people with disabilities

Why we have chosen this objective: so that children respect others whatever barriers and challenges they face both seen and unseen

To achieve this objective we plan to:

- For pupils to have experiences of disability in a wide range of settings e.g. learning about those who struggle with dyslexia, autism, Paralympians and those who have unseen and physical barriers to inclusion through our RSHE curriculum and curriculum in general
- Plan awareness through sport e.g. taking part in Boccia
- To ensure that pupils with a disability are actively involved in school activities e.g. clubs

Objective 2

To encourage gender equality

Why we have chosen this objective: to ensure that we promote equality and that there are chances for all pupils to partake in everything.

To achieve this objective, we plan to:

- To ensure all clubs are accessible to boys and girls and that their successes are promoted equally
- To monitor and analyse data by gender to ensure that there are no patterns in data which require additional support
- Ensure that the curriculum promotes female and male role models
- To ensure that careers day showcases both genders

Objective 3

To promote positive attitudes to differences in heritage

Why we have chosen this objective: to ensure that pupils understand other cultures and are inclusive to all.

To achieve this objective we plan to:

- To ensure that the curriculum is decolonialised and explores in every aspect, including poetry, literature, history, DT, art and geography from ethnic minorities
- Ensure the RSHE curriculum includes opportunities to discuss and learn about issues related to race and equality
- To ensure that each year group focuses on a person of note during black history week
- To ensure all pupils are given the opportunity to make a positive contribution to the life of the school
- To ensure all representations in assemblies and displays positively represent ethnic minorities
- To celebrate cultural and religious events to raise awareness such as Ramadan

Objective 4

To promote positive attitudes to difference of economic background

Why we have chosen this objective: with the cost-of-living crisis we feel that all pupils should have a greater understanding of the difficulties faced by some people and are supportive of others

To achieve this objective, we plan to:

- Promote and understanding of poverty and what it means through the use of literature e.g. Invisible by Tom Percival
- To ensure that our RSHE curriculum covers economic wellbeing

9. Links with other policies

This document links to the following policies:

- Access Policy
- Anti-Bullying Guidance and Policy
- Equality Policy
- RSHE Policy
- SEND Policy