

Equality information and objectives

Hutton Rudby Primary School



September 2022

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1. Aims

At Hutton Rudby Primary School we aim to meet our 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

Hutton Rudby Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

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, 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
- Meet with the Headteacher once a term to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document

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

The designated member of staff for equality will be the SENDCo:

They will:

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

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. They regularly liaise with all members of staff 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. Plymouth Brethren children).
- 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
- 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.

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

At Hutton Rudby Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Equality objective	Action to be taken	Impact	Review
To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children.	<ul style="list-style-type: none"> - Careful tracking of attainment and progress for pupils with SEND. - Target appropriate interventions at those pupils. - Create Individual Education Plans and involve parents in their implementation. - Provide SENDCO support and training for staff. - Ensure reasonable adjustments are in place for children with SEND. - Provide auxiliary aids and services to disabled pupils where it is reasonable to do so to alleviate disadvantage. - Where appropriate, work with outside agencies to achieve the best progress for our children. 	<p>SEND children continue to make progress that is in line with, or better than their peers.</p> <p>Children with SEND can access the curriculum as fully as they are able.</p> <p>Children with SEND fulfil their potential including (where appropriate) achieving the <i>Greater Depth</i> level for Maths, Reading and Writing.</p>	
To continue to promote understanding and respect for diversity.	<ul style="list-style-type: none"> - Ensure school policies and procedures promote equality of opportunity - Ensure all staff are aware of our responsibility with regards to the equality act - Ensure our school curriculum promotes tolerance of all groups. - To continue utilise the Picture News resources. - To facilitate the introduction to, and understanding of, other religions and cultures by our children. - To continue the implementation of our new PSHCE curriculum across the school. 	<p>Children are aware of a range of religions and cultures.</p> <p>The children celebrate diversity and are tolerant to other religions, cultures and groups of people within society.</p>	
To monitor assessment data at regular intervals to ensure that children are not being disadvantaged by belonging to a protected group	<ul style="list-style-type: none"> - Careful tracking of attainment and progress for pupils with the "Protected Characteristics". - Ensure reasonable adjustments are in place for these children. - Where appropriate, work with outside agencies to achieve the best progress for our children. 	<p>Children identified as needing additional support make progress that is in line with, or better than their peers.</p> <p>Children can fully access the curriculum.</p>	

9. Monitoring arrangements

This document will be reviewed by governing body at least every 4 years.

This document will be approved by the Head teacher

Signed:

Head teacher: *M.Kelly*

Chair of Governors: *N Heenan*

Reviewed September 2021 by M.Kelly Head teacher and K Howell

Reviewed September 2022 by M. Kelly and N Heenan