



Poppyfield

Primary Academy

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Equality information and Objectives

Approved by: [Name]

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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

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 academy council 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 Head of School

The Head of School 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 Academy Councillors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

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 members of the school community with a disability)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim members of school 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:

- Have ready access to 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

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 and make links to other schools within the Trust. We also work with parents to promote knowledge and understanding of different cultures

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: Ensure that the promotion of racial equality is included in all our development planning and through all of our policies

Why we have chosen this objective: to ensure all members of our community are considered at all times

To achieve this objective we plan to: ensure that all policies have due regard to this area

Objective 2: Show respect for cultural diversity through teaching and learning processes that reflect the ethnic diversity of all of our Trust schools and our society

Why we have chosen this objective: To promote diversity and tolerance within our school community

To achieve this objective we plan to: ensure planning, lessons and activities raise awareness and understanding of the diverse nature of our community

Objective 3: Ensure that our procedures for recruitment, admissions, attendance, exclusion and discipline are fair and do not discriminate against any ethnic group

Why we have chosen this objective: to ensure that the school population reflects the ethnic mix of its community

To achieve this objective we plan to: ensure that there is no discrimination and pay due regard to admissions policies and monitor recruitment processes carefully

Objective 4: Work to eradicate any inequalities in progress and attainment between different ethnic groups

Why we have chosen this objective: to ensure all children have every opportunity to make the best possible progress irrespective of their ethnicity

To achieve this objective we plan to: Support the development of high levels of self-esteem and seek to support, engage and motivate all pupils, and to identify and remove any barriers to learning.

9. Monitoring arrangements

The Head of School will update the equality information we publish at least every year.

This document will be reviewed by SLT and Academy Council at least every 4 years.

This document will be approved by Academy Council

10. Links with other policies

This document links to the following policies:

- SEND and Accessibility Policy
- SMS and British Values Policy