

EQUALITY OBJECTIVES THE VAYNOR FIRST SCHOOL



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Signed by: Chair of Governors

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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 Local 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
- 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 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
- Raise and discuss any issues with the Local Governing Board.
- 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 members of the Local Governing Board 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 year.

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 who are learning English as an additional language).

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. providing a range of parent teacher consultation times to enable the parents of Muslim pupils to take them to Mosque School)
- 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 after-school clubs)

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 any patterns or trends for specific groups (e.g. the number of racist incidents)
- 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 school life and our curriculum. This includes actively promoting our Christian values of respect, compassion, honesty, forgiveness and responsibility and discussing what behaviour and actions that demonstrate or do not demonstrate these values. It also includes teaching in RE and 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 before and after school 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 e.g. Chadsgrove Special School, Worcestershire Children First, community groups who reflect the cultural backgrounds of the children and families in our school community such as the local Mosque.

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 keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8 Equality objectives

The Trust has agreed the following Equality Objectives which this school will use to form specific objectives to ensure delivery of Trust Objectives

9 Equality Objectives

9.1 Trust Objectives

The Trust will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

The following have been identified as trust equality objectives:

- Implement and utilise the Information systems to enable more effective analysis of data including recruitment, promotion, pay, redundancy and disciplinary by protected characteristics (where data is available), and act on any trends or patterns in the data that require action to be taken to close any gaps between those who have protected characteristic(s) and those who do not
- Reduce the gap between the achievement of disadvantaged pupils and their peers nationally.
- Removing or minimising disadvantaged suffered by people which are connected to a particular characteristic they have (eg disability or learning English as an additional language).
- Ensure all senior leaders and directors benefit from diversity equity and inclusion training in 2023-24, covering an introduction to DEI, intersectional approaches, representation, and diversifying the curriculum. As part of DEI strategy, cascade all training to ensure all colleagues and those responsible for governance have increasing knowledge and confidence.

9.2 School Objectives

Our objectives are based on challenges identified in our school improvement plan, our analysis of data and consultation with pupils. They focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet them.

Objective 1

To promote spiritual, moral, social, and cultural development through all appropriate curriculum opportunities, with reference to issues around equality and diversity.

To achieve this objective, we plan to:

- 1) Develop further opportunities within our curriculum to study other cultures and countries, famous people from ethnic minorities and those with different abilities and disabilities and celebrate diversity.
- 2) Ensure our PSHE curriculum drives British Values of Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance.
- 3) Assemblies reference spiritual, moral, social, and cultural themes and provide time for pupils to reflect on and celebrate these.
- 4) Deliver specific programmes through our PSHE provision and provide support for staff to ensure that they have the necessary resources to implement this provision.
- 5) Use world events such as; sporting events, awareness days, Remembrance, black history month to explore other cultures and celebrate difference.

Objective 2

Pupils with SEND and those disadvantaged achieve the best possible outcomes from their starting points.

To achieve this objective, we plan to:

- 1) Work closely and in partnership with children and families, ensuring parents and carers are informed in how they can support learning.
- 2) Deliver quality CPD programme for teaching staff due to a rising profile of need across the school.
- 3) Target staff training needs on curriculum access.
- 4) Provide appropriate training in specific areas of need and removing barriers.
- 5) Access support from specialist services and teachers.
- 6) Assign suitable CPD schedule for teaching assistants.
- 7) Assign areas of expertise for teaching assistants e.g communication, dyslexia, ASD.
- 8) Access for teaching assistants to work alongside and train from specialist support.

Objective 3

To enable the school to be an emotionally healthy learning environment which responds effectively to any wellbeing concerns experienced by all pupils, families, and staff.

To achieve this objective, we plan to:

- 1) Strengthen the school's wellbeing team further by accessing specific training opportunities.
- 2) Continue implementation of whole school approach to wellbeing through myHappyMind programme.
- 3) Develop the curriculum further to promote values, social and emotional skills, particularly resilience in young people.
- 4) Facilitate development of staff, identifying critical training and ensuring that all staff can recognise and understand the process to respond to wellbeing concerns in pupils and others by giving them the tools to assess and support.
- 5) Support or signpost relevant evidence-based resources for parents, families and carers so that they can develop strategies to support both their children and themselves.

10 Monitoring arrangements

The Local Governing Board of St. George's C of E First School and Nursery will update the equality information we publish, described in sections 4-8 on an annual basis.

11 Links with other policies

This document links to the following policies:

- Accessibility plan and Policy
- Special educational needs (SEN) information report
- Supporting pupils with medical conditions policy
- Behaviour Management Policy
- Curriculum Policy
- Special Educational Needs Policy
- Risk assessment
- Early Help Offer
- New arrivals/Pupil Induction Policy
- Collective Worship Policy
- Educational Visits Policy