

Equality Information and Objectives

Norwood Primary School



Approved by:

Governing Body

Date:14.7.21

Next review due by:

July 2022

What is the Public Sector Equality Duty (PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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.](#)

3. Roles and responsibilities

The governing body 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 Deputy Head Teacher will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher 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.

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)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Jehovah's Witness pupils to withdraw from collective worship or religious celebrations)
- 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 activities and clubs)

In fulfilling this aspect of the duty, the school will:

- Analyse data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic language)

6. How does Norwood comply with the Public Sector Equality Duty?

The school has a range of policies which make clear the school's commitment to actively promoting equal opportunities for all, including:

- British Values
- Accessibility Plan
- SEND Policy
- Attitude, Behaviour and Discipline Policy
- Anti-Bullying Policy
- Religious Education Policy
- PSHE Policy
- Spiritual, Moral, Social and Cultural Policy

- Curriculum Policy

Norwood Primary School prides itself on being an inclusive school that cares for every child. In doing so we promote and deliver a range of strategies to ensure we comply with the Public Sector Equality Duty. Some of these are:

- Active promotion of all religions and celebrations whilst remaining inclusive.
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and lessons.
- Promoting tolerance, mutual respect and understanding through termly world religion days and assemblies.
- Working with the community by inviting in leaders of local faith groups to speak in assemblies and deliver class workshops.
- Promoting tolerance and mutual respect through black history month.
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, PSHE and other subjects. In English, a variety of text from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics are included within the curriculum.
- Disabled access to the school premise and building
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Encouraging children who have a particular character to participate fully in all activities – for example; after school clubs, sport lunchtimes, choir etc
- Curriculum trips that meet the needs of all children
- Pupil participation in school activities such as the School Captains, PALS; ensuring that is formed of pupils from a range of backgrounds.

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

Monitor and analyse pupil achievement by race, gender, disability and act on any trends or patterns in the data that require additional support for pupils

Objective 2

Train staff and governors on equal opportunities and non-discrimination. Training evaluation will show that all attending have a good understanding of the duties and legal requirements.

Objective 3

Review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4

Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability.

Objective 5

Continue to raise awareness of and reduce the number of homophobic incidents.