



St Barnabas and St Philip's CE Primary School

Equality Objectives

Approved by	Full Governing Body
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Contents

1. Aims
2. Legislation and guidance
3. Roles and Responsibilities
4. Eliminating Discrimination
5. Advancing Equality of Opportunity
6. Equality considerations in Decision Making
7. Equality Objectives
8. Monitoring Arrangements
9. Links to other Policies

1. Aims

At St Barnabas and St Philip's CE Primary School we will ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, age, sexuality and disability. 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**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at SBSP. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Having a behaviour policy which ensures that all children feel safe at school and addresses prejudicial bullying.
- Reporting, responding to and monitoring all racist incidents.
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Tracking pupil progress to ensure that all children make good or better progress and intervening when necessary.
- Ensuring that all pupils can access extra-curricular provision.
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

➤ **Advance equality of opportunity between people who share a protected characteristic and people who do not share it**

We advance equality of opportunity by:

- Using the information, we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Always listening to pupils

➤ **Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it**

- Ensuring that St Barnabas and St Philip's CE Primary School Christian ethos is inclusive of all who share the protected characteristics.
- Ensuring that equality and diversity are embedded in the curriculum and in Collective Worship.

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 updated at least every 4 years (and reviewed by the full governing body on an annual basis).
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor will:

- Meet with the designated member of staff for equality annually, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality is Katerina Papalouka (Assistant Headteacher). The designated member of staff for equality will:

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

- Meet with the equality link governor annually to raise and discuss any issues
- Support the head teacher in identifying any staff training needs, and deliver training as necessary
- Report to the full governing body annually (in the Summer term).

All school staff are expected to have regard to this document and to work to achieve the objectives.

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 has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise 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
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

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 improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils
- Ensure equality of access of provision of pupils from a range of backgrounds. 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.

6. 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.

7. Equality objectives 2023-2026

- › Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, students with special educational needs and disabilities and looked after children
- › To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.
- › To provide an environment that welcomes, protects and respects diverse people.
- › To ensure that all pupils and other stakeholders are given the opportunity to make a positive contribution to school life.
- › To increase pupil awareness and understanding of different communities through Collective Worship and whole-school and community events.
- › To raise awareness of the impact of bullying, especially where this relates to protected characteristics.

8. Monitoring arrangements

The head teacher will update the equality information we publish, at least every year. This document will be reviewed by the governing body annually.

This document will be approved by the governing body.

9. Links with other policies

This document links to the following policies:

- › Accessibility plan
- › Risk assessment