



Southdale

C of E Junior school

Shining like stars in the universe

Equality Objectives

Value statement

As a Church school, we believe that we are all God's children and everyone should be treated equally. We believe that our children have the right to education in a safe, caring environment, free from any fear or intimidation from any other person for whatever reason. We expect all our children, staff and parents to share and support these values.

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.

Southdale Junior school fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- Age
- Disability
- Race
- Colour
- Nationality
- Ethnic or national origin
- Sex (including transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation; and
- Marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions – We will not publish any information that can specifically identify any child

- Prepare and publish equality objectives - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a School. This will include the following functions:
- Admissions;
- Attendance;
- Attainment;
- Exclusions; and
- Prejudice related incidents.

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](#).

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, 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

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:

- 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.

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.

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.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Southdale 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. enabling Muslim pupils 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 experiences)

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

- Publish attainment data each academic year showing how pupils are performing
- Analyse data each academic year to show how pupils with different characteristics are performing.
- Determine strengths and areas for improvement, and implement actions in response.
- Make evidence available, identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 our rights and responsibilities. These are:
- Everyone has a right to learn
- Everyone has a right to be safe
- Everyone has a right to their own beliefs and faiths
- Exploring our Christian values, which underpin the life of the school. These are: compassion, respect, responsibility, forgiveness, perseverance, truthfulness, generosity, thankfulness, friendship, courage, trust and creativity
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, through daily collective worship 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.
- Having strong links with our sister school in Tanzania, thus promoting equality and diversity.
- Holding assemblies dealing with relevant issues which link to our Christian values. 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. 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

Equality objectives

Objective 1: To further raise awareness and increase the understanding of staff and children with regards to the 9 protected characteristics.

Objective 2: To further enhance diversity within the curriculum and school environment, with particular emphasis upon communities outside of the immediate catchment area

Objective 3: Increase understanding between religious groups

Objective 4: Raising attainment in English for Boys

9. Monitoring arrangements

The governing body will update the equality information we publish, at least every year.

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

Approved by: Governing Body

Date: 10th December 2018

Last reviewed on: December 2018

Next review due by: December 2021