



# The Leys Primary & Nursery School

Learning Today ....Leading Tomorrow

## Equality information and objectives

(From January 2024)

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## 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our school aims to promote respect for others through our attitude and ethos towards inclusivity and through our values of Empathy, Inclusivity and mutual Respect.

## 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 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 among staff and pupils
- Monitoring success in achieving the objectives and report back to governors

The Senior Leadership Team will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

The school staff will:

- Promote a respect for others; through the curriculum and schemes of work taught across the school
- Making reasonable adjustments to support those with protected characteristics to fully access the curriculum and achieve their potential, remembering that equality is not the same as equity
- Promoting positive behaviour and teach children to accept differences (see Behaviour Policy)

- Carrying out procedures in the Behaviour and Anti Bullying policies

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. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act from the National College as part of their induction, and all staff receive refresher training every 3 years.

The Senior Leadership Team will monitor equality issues and make 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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or black pupils who are being subjected to racist 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 societies)
- 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 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 data referenced above 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 or transphobic bullying)
- 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 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 Pupil Parliament 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. We also work with parents to promote knowledge and understanding of different cultures
- We are developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 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

As part of the risk assessment process staff actively consider our equality duties and ask themselves relevant questions when completing individual risk assessments for children with additional needs. Where concerns are raised staff consider additional measures to support access including additional staffing, transport or a parent attending. On residential trips parents are asked to complete OV7 forms providing additional information about overnight needs which also need to be taken into consideration and planned for.

## 8. Equality objectives and Action plan

Objectives <b>Intent</b>	Activities / training implications / resources / costs / time/ responsibilities <b>Implementation</b>	Success criteria / monitoring / evaluation <b>Impact</b>
To narrow the GDs gaps in attainment between groups of pupils: Boys & Girls.	-Track teacher assessment for boys & girls, termly for all years, for Reading, Writing and Maths. - To review assessments, provisions and approaches in all Pupil Tracking meetings with class teachers. To improve communication with parents/ carers. HT & subject leaders	By the end of the 2022/23 academic year, the GDs attainment gaps between girls & boys will narrow by 3% for Reading, Writing and Maths Autumn data; Reading -5%, Writing, -7% and Maths -3% (Summer data; Reading -6.9%, Writing -3.2% and Maths -1.8%) By the end of the 2023/24 academic year the GDs attainment gap between girls and boys will narrow by 3% for reading 2% in writing and 1% in maths.
To Improve the attendance of SEND, who are persistently absent.	-Track SEND pupils weekly - Adopt a Family focus approach on target families. - Review progress of SEND attendance in Attendance meeting, with all stakeholders Admin team, Senco, DHT, disadvantaged lead, PP mentots & HT	By the end of the 2022/23 academic year, the percentage of SEND PA will decrease from 22.2% (Jan 2023) to 15% (July 23).  <b>SEND PA</b> Jan 2023 - 22.2% July 2023 - 18.75% EHCP attendance is poor due to children on PT timetables

		By the end of the 2023/24 academic year, the percentage of SEND PA will decrease from 23.2% (Jan 2024) to 17% (July 2023).
To develop a culturally inclusive curriculum which celebrates equality and diversity	<p>-Curriculum/ Long term plan Review: Intent, Implementation, Impact</p> <p>-Integrate Modern British Values activities into our PSHE provision.</p> <p>-Developing a multicultural curriculum / environment - DHT training spring term 2023</p> <p>Each subject action plan to refer to the need to develop a culturally inclusive curriculum and include school's core values</p> <p>Termly Parliament Meeting activities – Black History Month activities</p> <p>PP Lead &amp; DHT</p> <p>2023-24</p> <p>Continue to promote equality and diversity through;</p> <p>Global Fridays</p> <p>Assemblies</p> <p>Show Racism the Red Card</p> <p>Celebrating Diversity Homework</p> <p>International Food Festival</p> <p>Olympics 2024</p> <p>Texts raising awareness of different protected characteristics</p> <p>Abilities in Me books and workshop from author</p>	<p>To review year group-long term plans and provision for equality &amp; diversity in the summer term 2023.</p> <p>Purchase of more multicultural reading books.</p> <p>Summer 2023 all subject leaders reviewed equality of the key people studied, with a view to increasing the balance between ethnicity and gender. Class teachers also added Diversity Awareness onto their long term plan with a view to highlighting and increasing this throughout the year rather than just during Black History Month.</p> <p>International food festival held March 2023.</p>
To Improve the participation and engagement of different groups of parents and communities in school training events	<p>To improve school approaches using the EEF learning behaviour training.</p> <p>To plan a range of training session / events for all parents</p> <p>To track attendance of all groups</p> <p>To target lower attendance groups</p> <p>SLT</p>	<p>To track the parent's attendance this year in regards to events, sessions and training held by the school. To identify groups and set targets for 2023-24.</p> <p>To try to provide workshops at different times of the day. To share slides and resources online and where possible record presentations for the school website.</p>

## 9. Monitoring arrangements

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

This document will be reviewed and approved by FGB at least every 4 years.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour Policy
- Code of Conduct for Members of the Community
- Anti Bullying Policy
- Safeguarding and SEND information