



Bearwood Primary School

Equality Information and Objectives Policy

Policy last reviewed:	
Date of current review/adopted:	February 2025
Date of next review:	February 2027
STATUTORY	

HISTORY OF AMENDMENTS – School Owned		
	Date	Description
1	February 2025	New Policy
2		
3		
4		

Bearwood Primary School

Equality Information and Objectives Policy

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 difference and diversity in accordance with our values, such as '*we are all different and all equal*'.

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:

- Ensure she is familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

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 as part of their induction, and all staff receive refresher training every year.

The school has delegated the monitoring of equality issues to the SLT, including the Governing Body.

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 from particular ethnic groups)
- 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)

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

- Analyse performance data to determine strengths and areas for improvement and implement actions in response
- Analyse a range of data such as behaviour records to ensure are not adversely affected. Where that may be the case, actions are implemented and impact measured

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 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 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

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

Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July, and report on this to the pay sub-committee of the governing board.

Why we have chosen this objective: We want to ensure that we have a diverse staff body that reflects our school population.

To achieve this objective we plan to: Carry out the analysis; look at how we can further enhance our current recruitment practices; report to the governors' pay sub-committee.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities by July 2025, to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: We have a small group of staff with disabilities. As an inclusive school, we want to ensure we are effectively meeting their needs.

To achieve this objective we plan to: Identify and speak with the relevant members of staff. Adjust individual risk assessments and agree reasonable adjustment agreements.

Objective 3

Provide professional development on racial equity to all staff throughout the course of the 2024/25 school year.

Why we have chosen this objective: To develop the knowledge and awareness of staff on racial equity and the importance of it.

To achieve this objective we plan to: Have Race Matters Consultants deliver an INSET and deliver follow-up sessions on racial equity to all staff.

Objective 4

Effectively meet the needs of children who have had significant early life trauma.

Why we have chosen this objective: We have introduced the Therapeutic Thinking Behaviour Policy in 2023, and we want to ensure it is effectively embedded.

To achieve this objective we plan to: Review the implementation of the policy and individual children's Predict and Prevent plans. Monitor children on Predict and Prevent plans to measure progress and identify patterns of behaviour. Where necessary adapt the Predict and Prevent plans.

Objective 5

To hear the voice of children who may be experiencing discrimination.

Why we have chosen this objective: There was a spike in racist incidents in the summer 2024. As a result, children requested we set up an Equality Council.

To achieve this objective we plan to: Set up a Children's Equality Council in the school. Ensure discriminatory incidents are recorded and categorized as such on CPOMS. Seek advice from external consultants on the forming and running of this.

9. Monitoring arrangements

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

This document will be reviewed by the governing board at least every 4 years.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND Policy
- Therapeutic Behaviour Policy
- School Development Plan