



St Mary's RC Primary School, Battersea

EQUALITY INFORMATION AND OBJECTIVES POLICY

Approved By	Governors
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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 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 equality link governor Andrew Cooper. They will:

- Meet with the designated member of staff for equality (Claire Mitchell, St Mary's; Nicola Byrne, Sacred Heart, every term at the Full Governing Body, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're 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 will:

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

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 information and guidance on the Equality Act as part of their induction.

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 (e.g. pupils with disabilities)
- 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 enrichment 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 (e.g. declines in incidents of prejudice-related bullying)

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

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

The school actively considered its equality duties and keeps a written record as part of its risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is part of the completed risk assessment.

8. Equality Objectives

Federation Objective 1

All staff members and governors to receive EDI training by the beginning of the next academic year.

Why we have chosen this objective: To ensure all are up to date and apply a deep understanding of the equal opportunities guidance in practice in school.

To achieve this objective, we plan to: Attend relevant training. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirement and this is demonstrated in our practice.

Progress we are making towards this objective:

Objective 2

All subject leads to raise awareness of EDI through curriculum subjects.

Why we have chosen this objective: We have a high need of deprivation in school with over 47% of pupils accessing FSM support and aim to ensure EDI is embedded throughout our curriculum.

To achieve this objective, we plan to: Complete an EDI audit tool and address any gaps, with a particular focus on our SDP priorities (phonics/maths/EY GLD).

Progress we are making towards this objective:

Objective 3

Identify and monitor progress of all groups, in conjunction with the professional growth approach.

Why we have chosen this objective: To ensure all identified groups are making targeted progress, as monitored as part of usual monitoring and also through professional growth goals.

To achieve this objective, we plan to: Identify and monitor groups academic performance.

Progress we are making towards this objective:

9. Monitoring Arrangements

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

This document will be reviewed and approved by Governing Board at least every 2 years.

10. Links with other policies

This document should be read in conjunction with the schools other statutory policies and procedures.

Please refer all School Policies and Documents of St Mary's School here:

<https://www.stmarysschoolbattersea.co.uk/school%20policies/>