



Vauxhall Primary School

Equality Statement and Objectives

Updated on:	Changes made / notes:

Approved by:	Full Governing Board	
Signature		Date:
Last reviewed on:	January 2022	
Next review due by:	January 2023	

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 Senior Leadership Team
- The Senior Leadership Team will:
 - Promote knowledge and understanding of the equality objectives among staff and pupils
 - Monitor success in achieving the objectives and report back to governors
 - Identify and address any staff development needs
 - 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 annual refresher training. The senior leadership team and governors are responsible for monitoring equality issues.

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 may 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:

- Produce attainment data each academic year showing how pupils with different characteristics are performing
- Analyse data to determine strengths and areas for improvement, implement actions in response and publish this information
- Identify from data any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

5. 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. 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 organising school trips and activities based around the local community.

We will continue to develop 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 considers the impact on equality issues and particular groups whenever significant decisions are made.

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored with the completed risk assessment.

7. Equality objectives

1. Promoting the principles and practices of equality and justice throughout the school

1.1 Develop the Equality Action Plan, following the completion of the Angie Brown Consultancy work, to guide the implementation of new priorities in our approach to Equal Opportunities and to ensure the school performs its duties according to the Public Sector Single Equality Duty.

1.2 Ensure that all children receive their entitlement to a broad, balanced and relevant curriculum, which is differentiated to meet identified individual needs through flexible and varied provision.

1.3 Promote racial harmony, prepare students for living in a diverse and interdependent society and specifically to prevent and address forms of discrimination

1.4 Comply with Equality legislation and meet Ofsted criteria for Inclusion.

8. Monitoring arrangements

The Governing Board will update the equality information we publish.

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

This document will be approved by Governing Board.

10. Links with other policies and awards

This document links to the following policies:

Vision and values statement

Three school development plan

Accessibility plan

Risk assessments

Awards

Inclusion Quality Mark – Maintaining Gold

Rights Respecting Schools Awards

Philosophy for Children (P4C) Award

Other related policies:

Personal Social and Health Education policy

Growing up and Changes policy

Behaviour Policy

Attendance and punctuality policy