

Equality Objectives

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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

Legislation

The Equality Act 2010 requires us to publish specific and measurable Equality Objectives. Our Equality Objectives are based on our analysis of data and other information. Our Equality Objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our Equality Objectives.

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](#).

This document also complies with our funding agreement and articles of association.

Roles and Responsibilities

The Academy Committee 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 Head of School.

The Head of School will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to Academy Representatives

The designated member of staff for equality (Amanda Shotter) will:

- Support the Head of School in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Head of School 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 as set out in the Equality Objectives section.

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 Academy representatives 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. Responsibilities under the Equality Act are summarised within the staff journal along with the school Equality Objectives and the Trust Equality statement.

The Trust has a designated member of staff for monitoring equality issues, who works closely with the Head of School on equality issues. They regularly liaise regarding any issues and make senior leaders aware of these as appropriate.

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, 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 societies)

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 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 Relationships

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 that cover relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute when appropriate.
- Working with our local community. This includes organising off site visits and activities based around the local community and inviting members of the local community in to school to join in with school events.
- 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.

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 off site visit or activity is being planned, the school considers whether the visit:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning off site visits and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality Objectives

Objective 1: To build an inclusive school, which provides a supportive environment where everyone is able to develop, feel valued and to value and respect others.

Why we have chosen this objective: Ensuring we have the most inclusive provision we can provide is very important to us as we have a large number of children with additional needs or who are vulnerable.

To achieve this objective we plan to ensure:

- Nurture group provision (full time for academic year 2021-22)
 - Targeted provision for all pupils on SEND register.
 - Core values of school embedded (via curriculum, assemblies and staff/pupil conduct)
 - Pupil voice
 - Parent workshops (including termly review of progress with HoS/DHT)
 - Continue to develop curriculum resources and focus to ensure greater representation, equality and diversity.
- CW curriculum has started that supports reflection on acceptance of others in various contexts.

Progress we are making towards this objective: Nurture group established 2019 onwards and has developed considerably in terms of provision and staffing since.

Objective 2: To generate high expectations in all areas of school life whilst fostering a continuous enthusiasm for learning.

Why we have chosen this objective: This continues to be a focus for us as previous progress has been hampered by Covid. We have huge aspirations for our pupils and recognise that they need motivation, support and challenge in order to engage and achieve their best.

To achieve this objective we plan to:

- Continue monitoring and analysis of behaviour data (incentives and sanctions)
- Conduct Learning walks centred on behaviour for learning.
- Provide ongoing support of staff in T&L and delivering the full curriculum.
- Conduct weekly celebration assemblies to encourage high level learning behaviour.

Progress we are making towards this objective: Sutton Park Primary School is in its 3rd year of development since conversion. 18 months of this improvement journey has been during the Covid-19 pandemic. Significant improvements have been made in all areas of school life but progress has been stunted by the disruption of the pandemic. Now that pupils are back in school and school closures unlikely, fostering an enthusiasm for learning and embedding high expectations are both high priority areas.

Objective 3: To ensure that the staff and Academy Committee have a secure understanding of current legislation surrounding Equality, Diversity and Disability, enabling them to provide suitable challenge and support.

Why we have chosen this objective: Our Academy Committee was newly formed in July 2021. Until this point, the Trust Board were reported to. Now that the AC is in place, training of all representatives and ensuring they all understand these legislations is essential to our growth and commitments. Staff have an emerging understanding of this legislation which requires further development.

To achieve this objective we plan to:

- Share equality objectives with all staff.
- Develop Academy Committee training and development (overseen by MJ)
- Carry out scheduled learning walks with AC representatives.
- Support all staff in developing understanding of what equality and diversity looks like in the curriculum and in all aspects of the school day.

Progress we are making towards this objective: All staff have completed Equality and Diversity training.

Objective 4: To demonstrate an understanding of all life situations and ensure that the message of acceptance is clear across the wider school community.

Why we have chosen this objective: We have a duty to teach our children about diversity and difference. We feel strongly that our children need to understand that other families have similarities and differences from their own and that we must show tolerance and respect for all.

To achieve this objective we plan to ensure:

- curriculum content and resources are representative of all the families we serve
- CW, PSHE curriculum encourages understanding and acceptance.

Progress we are making towards this objective: N/A as this is a new objective.

Objective 5: To promote a positive self-image in all children and to respect their individuality, providing for all pupils according to their needs.

Why we have chosen this objective: Sutton Park Primary serves a changing community with 70% of our current pupils falling into the 'white British' category. We have recently welcomed several pupils from Hong Kong who have moved permanently during the pandemic.

42.2% of our pupils are eligible for pupil premium and post-pandemic, an increasing number of children fall into the 'vulnerable' category due to changing home circumstances.

27% of our pupils are on the SEND register, with 41% of these having complex needs.

We welcome all pupils into our school and our core values - believe, inspire, achieve- underpin our hopes and aspirations for their futures.

To achieve this objective we plan to ensure:

- curriculum content and resources are representative of all the families we serve
- assemblies and reflection time have a strong focus on mental health and ensuring our children view themselves positively.

Progress we are making towards this objective: N/A as this is a new objective.

Objective 6: To ensure that the curriculum contains non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture or religion.

Why we have chosen this objective: The RED curriculum is high focus for all PACT schools this academic year and Sutton Park is no exception. As our school cohort is changing over time, it is vital that we keep awareness of the community we serve high. The wider curriculum project will carefully consider representation to ensure that stereotypes are challenged appropriately and overcome to reflect equality and diversity.

To achieve this objective we plan to:

- deliver staff training on RED
- focus on resourcing that ensures representation
- monitor curriculum content closely
- gather pupil voice
- Deliver the PSHE curriculum

Progress we are making towards this objective: N/A as this is a new objective.

Links to other policies

This document links to the following policies:

- PACT Equality Policy
- Accessibility plan
- Risk assessment
- Supporting children with medical conditions policy

Review

This policy will be reviewed and updated annually. New Equality Objectives will be published at least every 4 years.