The Priory Primary School
Public Sector Equality Objectives Policy

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](https://www.gov.uk/government/publications/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, 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 headteacher

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 promoting knowledge and understanding of the equality objectives amongst staff and pupils
   - Support the headteacher 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 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.
New staff receive training on the Equality as part of their induction, and all staff receive refresher training every year.
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, 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 and implement actions in response
• 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
- 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:

To develop the children’s understanding of, and commitment to, the promotion of equality and the elimination of discriminatory practices and beliefs.

Objective 2:

To continue to seek ways in which the culture, polices and practice within school can be further improved to advance equality and to eliminate discrimination.
Objective 3:

To increase the percentage of pupils making at least expected and accelerated progress from Key Stage 1 to Key Stage 2 in English and mathematics, ensuring that the vast majority of pupils (irrespective of their background) achieve challenging targets.

Objective 4:

To ensure that vulnerable groups of pupils achieve challenging targets and the gaps in attainment/achievement for these pupils are reduced.

9. Monitoring arrangements

Monitoring and Reviewing Objectives:

We review and update our equality objectives every year and report annually to the Governing Body on progress towards achieving them. We involve and consult staff, pupils, governors, parents and carers as appropriate throughout the year.

Roles and Responsibilities:

We expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act.

Governing Body:

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures are implemented. The effectiveness of the policy, in securing achievement of the equality objectives will be reviewed on an annual basis.

Review Date: September 2020