



Equality Information and Objectives Statement

Adopted by Governors: Dec 2022

Reviewed:

Next Review: Dec 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, 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:

- 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:
- Promote knowledge and understanding of the equality objectives amongst 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 are made aware of the Equality Act as part of their induction and all staff receive a refresher as part of safeguarding training every year.

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)
- Taking steps to meet the needs of people who have a particular characteristic (e.g. Jehovah's witness pupils, Sight impaired)
- 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 after school clubs)

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

1. To ensure that the individual needs of all learners are met, so that the gap in the attainment and progress of different groups of learners is narrowed, with a particular focus on improving the achievement of pupils with Special Educational Needs and those in receipt of Pupil Premium.
2. To develop and implement a broad and balanced curriculum (including extra-curricular activities such as visits, competitions, sport and productions), which is accessible to all and maximise the inclusion of learners with Special Educational Needs within the school, in order to build their confidence as learners, promote independence and raise self-esteem.

3. To value and support all staff within the school, by providing leadership opportunities to all (including those in groups protected by the Equalities Act), so that staff remain motivated, challenged and contribute directly to school improvement.
4. To strengthen links with parents/carers and the local community (including those in groups protected by the Equalities Act and those from the full range of socio-economic backgrounds), so that all learners are supported to maximise their attainment and achieve their aspirations both in school and out.
5. To tackle prejudice in all of its forms and develop a truly inclusive school community, where difference is welcomed and individuality is celebrated.

9. Monitoring arrangements

The governing body will update the equality information we publish regularly.

This document will be reviewed and approved by the governing body at least every 4 years.

10. Equality Objectives Statement

The governing body will update the Equality Objectives Statement

Balcombe C of E Primary School complies with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

Our Equality Objectives

1. To ensure that the individual needs of all learners are met, so that the gap in the attainment and progress of different groups of learners is narrowed, with a particular focus on improving the achievement of pupils with Special Educational Needs and those in receipt of Pupil Premium.
2. To develop and implement a broad and balanced curriculum (including extra-curricular activities such as visits, competitions, sport and productions), which is accessible to all and maximise the inclusion of learners with Special Educational Needs within the school, in order to build their confidence as learners, promote independence and raise self-esteem.
3. To value and support all staff within the school, by providing leadership opportunities to all (including those in groups protected by the Equalities Act), so that staff remain motivated, challenged and contribute directly to school improvement.
4. To strengthen links with parents/carers and the local community (including those in groups protected by the Equalities Act and those from the full range of socio-economic backgrounds), so that all learners are supported to maximise their attainment and achieve their aspirations both in school and out.
5. To tackle prejudice in all of its forms and develop a truly inclusive school community, where difference is welcomed and individuality is celebrated.