



Equality Objectives

Equality Objectives Summary

This statement summarises the objectives we have identified in order to eliminate discrimination and harassment and advance equality in relation to gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

1. to promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
2. to promote cultural development and understanding through a rich range of experienced both in and beyond the school
3. to narrow the gap between vulnerable groups of pupils and other pupils in access to homework support and in this way to reduce or remove inequalities in attainment throughout the school.

Roles and responsibilities

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the objectives. A member of the Governing Body will be identified as the representative to oversee equality matters in the school. This will be the Inclusion link governor. Through completion of the SEF and work with the LA, standards will be monitored and targets reviewed. Training for subject leaders will ensure that all curriculum areas support the Equality Act 2010 and that the school's objectives are reflected throughout the foundation subjects.

Reporting and reviewing the objectives:

In line with the requirements of the Public Sector Equality Duty we will produce a report on our progress every year and review and revise the School's Equality Objectives every four years. The outcomes of our objectives will be reported annually to the Governing Body within the Head Teacher's report. The SLT will have responsibility for monitoring the School's Equality Objectives. This will be done through

our school analysis, questionnaires where appropriate and pupils progress meetings. The objectives will be updated within the school development plan. The Equality Act objectives will be collated by SLT on receipt of all subject action plans and published as a separate Equality Objectives Action Plan for prioritising and monitoring. If any adverse impacts are identified during the monitoring process, the action plan will need to be revised.

Complaints:

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through the School's complaints procedure. Complaints by staff will be dealt with under our Grievance at Work Policies, as appropriate. We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the appropriate Local Authority procedures. Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report on complaints annually and on action taken.

Promoting Equality; Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- ✓ Curriculum planning reflects a commitment to equality;
- ✓ The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- ✓ There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- ✓ The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- ✓ The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting equality; Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- ✓ Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- ✓ It is an improvement to identify the particular needs of individual s and groups within the school and to use targeted interventions to narrow gaps in achievement;
- ✓ A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- ✓ All pupils are actively encouraged to engage fully in their own learning.

Promoting Equality: The ethos and culture of the school

- ✓ At Ducklington CE Primary School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- ✓ We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school;
- ✓ The children are encouraged to greet visitors to the school with friendliness and respect;
- ✓ The displays around school reflect diversity across all aspects of equality and are frequently monitored;
- ✓ Reasonable adjustments will be made to ensure access for pupils, staff, visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to the school information and activities);
- ✓ Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities;
- ✓ Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, through the School Council, pupil surveys, Sports' Leaders and there are regular opportunities to engage with pupils about their learning and the life of the school;
- ✓ Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and include.

Promoting Equality: Staff Recruitment and professional Development

- ✓ All posts are advertised formally and open to the widest pool of applicants;
- ✓ All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity.
- ✓ Steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school;
- ✓ Access to opportunities for professional development is monitored on equality grounds;
- ✓ Equalities policy and practice is covered in all staff inductions;

- ✓ All supply staff and contractors are made aware of the policy and practice;
- ✓ Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

- ✓ The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors;
- ✓ The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has nominated a member of staff responsible for recording and monitoring incidents;
- ✓ The school reports to governors, on an annual basis the number of prejudice related incidents recorded in the school.

Promoting Equality: Partnership with parents/Carers and the wider community

Ducklington CE Primary School aims to work in partnership with parents/carers. We:

- ✓ Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- ✓ Maintain good channels of communication, e.g. through Parent Questionnaires, face to face meetings, email and text to ensure parents' views are captured to inform practice;
- ✓ Encourage members of the local community to join in school activities and celebrations;
- ✓ Ensure that the parents/carers of newly arrived pupils e.g. EAL, Gypsy, Roma and Traveller or pupils with disabilities are made to feel welcome.

Responsibility for the policy:

In our school, all members of the school community have a responsibility for promoting equalities.

The governing body has responsibility for ensuring that:

- ✓ The school complies with all equalities legislation relevant to the school community;
- ✓ The school's equalities policy is maintained and updated regularly;
- ✓ The actions procedures and strategies related to the policy are implemented;
- ✓ The committees will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.
- ✓

The headteacher and senior leadership team has responsibility for:

- ✓ In partnership with the governing body, providing leadership and vision in respect of equality;
- ✓ Overseeing the implementation of the equality policy and scheme;
- ✓ Coordinating the activities related to equality and evaluating impact;
- ✓ Ensuring that all whoever enters the school are aware of, and comply with, the equalities policy;
- ✓ Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- ✓ Taking appropriate action in response to any prejudice-related incidents.

All school staff have responsibility for:

- ✓ The implementation of the school's equalities policy and schemes;
- ✓ Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- ✓ Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination. Keeping up to date with equalities legislation.

Measuring the impact of this policy:

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. This will be communicated with staff, parents, carers and governors by the headteacher.

Aims and values:

Our commitment to promoting racial equality and cultural diversity is encapsulated in the aims and values of the school community. In addition we aim:

- ✓ To respect and value the differences between people
- ✓ To prepare students for participation in Britain's multi-ethnic, diverse society
- ✓ To make the school a place where everyone, taking account of race, colour, language, religion, ethnic or national origin, feels welcomed and valued and feels a sense of collective and community identity
- ✓ To help pupils develop a sense of personal and cultural identity
- ✓ To promote good relations between different racial, cultural and religious groups within the school and within the wider community
- ✓ To acknowledge the existence of racism and takes steps to prevent it
- ✓ To oppose all forms of racism, xenophobia, racial prejudice and racial harassment
- ✓ To be proactive in tackling and eliminating unlawful discrimination

Our commitment to racial equality and cultural diversity involves all members of the school community - pupils, staff, parents/carers, governors and visitors and applies to all areas of the school life. These areas include:

- Staffing: recruitment, selection and professional development
- Curriculum
- Teaching and learning
- Assessment, achievement and progress
- Behaviour, discipline and exclusion