



Little Gaddesden Church of England Primary School

Together in Community

Built on our Christian values, rooted in the parable of the Good Samaritan

Equality information and objectives

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Contents

1. Aims.....	1
2. Legislation and guidance.....	1
3. Roles and responsibilities.....	2
4. Eliminating discrimination.....	2
5. Advancing equality of opportunity.....	2
6. Fostering good relations.....	3
7. Equality considerations in decision-making.....	3
8. Equality objectives.....	3
9. Monitoring arrangements.....	4
10. Links with other policies.....	4

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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](#).

The protected characteristics identified in the Equality Act (2010) are; race, disability, sex, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion or belief and sexual orientation.

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 headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among 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.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. making appropriate faith-related adjustments for pupils)
- 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 clubs)

The school has a duty to:

to publish information to demonstrate how the school is complying with the Public Sector Equality Duty (to be updated annually). As the school has fewer than 150 employees, only pupil-related information is required to be published.

to prepare and publish equality objectives (to be updated at least once every four years)

The school follows Department for Education guidance in not publishing information which relates to fewer than 3 people (school staff or pupils) so that individuals cannot be readily identified.

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.
- Using assembly time and collective worship themes to reinforce equal opportunity issues. Including inviting external visitors to contribute. Visitors that address conscious and unconscious bias towards others.
- 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. Visiting the local care home for musical performances, inviting elderly local residents to watch school productions. Collaborating with the church to support local charities.
- Pupil Parliament has representatives from different year groups and backgrounds. All pupils are encouraged to take part in annual whole school productions and school activities.

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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

At Little Gaddesden Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

Objective 1: To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To use Pupil Premium Funding effectively to support vulnerable learners.

Objective 3: To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement.

9. Monitoring arrangements

Equality information and objectives



Compliance will be monitored annually by the Governing Body using; ASP data, SEND Link Governor reports, Hertfordshire Improvement Partner Reports, the Headteacher's Pupil Premium report and other relevant information.

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

10. Links with other policies

This document links to the following policies / documents:

Accessibility plan

Risk assessments