

Equality Information and Objectives



Together we learn and grow

Wookey Primary School

Last reviewed:	December 2024
Next review due by:	November 2028

Contents

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

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 head teacher

The equality link governor is Claire Wray. They will:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are 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

The head teacher 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 (Headteacher) for equality will:

- Promote knowledge and understanding of the equality objectives amongst staff and

pupils

- Meet with the equality link governor every term to raise and discuss any issues
- Identify 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.

Staff and governors are 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.

The school has a designated member of staff (Headteacher) 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:

- Produce attainment data each academic year showing how pupils with different characteristics are performing, highlighting any which is statistically significant
- 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

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, careful planning and monitoring has been carried out to ensure a wide range of literature is being used to teach across the curriculum, coming from and promoting a diverse range of cultures and backgrounds
- 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
- Organising children into Houses, ensuring they experience working with children other than their immediate peers, widening their social experiences. The children choose champions for their houses who are role models with powerful influential stories to tell, promoting equality of opportunity and aspiration.
- Working with our local community. This includes inviting members of the community to speak at assemblies or to classes, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, all pupils are encouraged to participate in the school's activities, such as sports clubs.
- Seeking 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:

Ensure all staff and governors involved in recruitment and selection understand their duties around equal opportunities and non-discrimination. Evaluation during the employment process over the academic year will indicate that all of those involved have a good understanding of the legal requirements by the end of the year.

Objective 2:

Include the following statement on all job adverts, application forms and information by September of next year, to help address the under-representation of people with disabilities in the school workforce:

'Wookey welcomes everyone. We are proud of being a truly inclusive organisation. We encourage and welcome applications from people of all ages, genders, ethnicities, nationalities, disabilities, sexual orientation, religions or beliefs and of neuro divergence. We give fair and equal consideration to all our applicants. Please contact us at school.423@wookeypriamaryschool.co.uk to let us know if we can provide support in helping you complete an application and/or attend an interview.'

Objective 3:

Increase whole school development of cultural capital to improve understanding of different cultures, races and ways of life. Annual tracking of wider opportunities which enrich and broaden the experiences of our children will identify areas of strength and those in need of future focus.

Objective 4:

Increase pupil, staff and governors' awareness of legal and human rights and the responsibilities that underpin society so that pupils understand stereotypes and how and why they should be challenged. This will be ongoing, planned into our curriculum provision and monitored through pupil voice and incident reporting systems.

9. Monitoring

The governing body and head teacher will update the equality information we publish, described in sections 4-7 above, at least every year.

This document will be reviewed by the head teacher at least every 4 years.

This document will be approved by the head teacher and governors.

10. Links with other policies

This document links to the: Accessibility plan, Supporting Children with Medical Needs and Risk assessment policies.