



Birchfield
PRIMARY SCHOOL



Equality Objectives

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The Prince Albert Community Trust
Equality Objectives

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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

Legislation

The Equality Act 2010 requires us to publish specific and measurable Equality Objectives. Our Equality Objectives are based on our analysis of data and other information. Our Equality Objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our Equality Objectives.

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](#).

This document also complies with our funding agreement and articles of association.

Roles and Responsibilities

The Academy Committee 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 of School.

The Head of School will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to Academy Representatives

The designated member of staff for equality (Amanda Shotter) will:

- Support the Head of School in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Head of School 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 the Equality Objectives section.

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 Academy representatives 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 receive training on the Equality Act as part of their induction, and all staff receive refresher training every year. Responsibilities under the Equality Act are summarised within the staff journal along with the school Equality Objectives and the Trust Equality statement.

The Trust has a designated member of staff for monitoring equality issues, who works closely with the Head of School on equality issues. They regularly liaise regarding any issues and make senior leaders aware of these as appropriate.

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, 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

Fostering Good Relationships

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 that cover relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute when appropriate.
- Working with our local community. This includes organising off site visits and activities based around the local community and inviting members of the local community in to school to join in with school events.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

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 off site visit or activity is being planned, the school considers whether the visit:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning off site visits and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality Objectives

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

Why we have chosen this objective: To ensure that the progress and achievement of all pupils remains and priority and that all pupils progress well from their starting points with access to a broad and balanced curriculum.

To achieve this objective we plan to ensure:

We hold pupil progress meetings with teachers
We track progress of pupils and pupil groups
We deploy additional staff and resources effectively to meet the needs of pupils
We communicate effectively with parents

Progress we are making towards this objective:

Objective 2: To provide a curriculum which supports pupil's personal development and incorporates representation, equality and diversity.

Why we have chosen this objective: It is important to us that all children develop fully; academically, socially, culturally and spiritually with an understanding of their place and value in the world.

To achieve this objective we plan to:

Continue to develop a high quality curriculum which is broad and balanced
Make choices about who and what we teach the children which will support their personal development and their understanding of their place in the world
Teach children about important and significant people and role models that will inspire them and teach them about the wider world
Value and appreciate pupils' experiences and the experiences of others as we learn to understand the world we live in.

Progress we are making towards this objective:

Objective 3: To support all pupils to develop a positive self-image and to demonstrate understanding and respect for others through the promotion of British values and the school values

Why we have chosen this objective: We have high expectations for pupil behaviour and believe in developing their understanding of their contribution to society. We want all pupils to develop a strong sense of morality, ethics and fairness and to understand how we want to treat others and be treated ourselves

To achieve this objective we plan to:

Create a school ethos in which we learn how to treat others and how we can contribute to school and society in a positive way.
Build and maintain positive and supportive relationships with our pupils
Have high expectations for pupil's behaviour and conduct.
Ensure we teach and model the school values and promote an environment that is conducive to the wellbeing of all pupils.
Provide a well planned curriculum which enables personal development for pupils.

Progress we are making towards this objective:

Objective 4: To ensure that Birchfield staff and Academy Committee are aware of current legislation surrounding Equality, Diversity and Disability and their responsibilities.

Why we have chosen this objective: To continue to ensure that all members Birchfield staff are well informed and committed to pupil wellbeing, personal development and equality of opportunity

To achieve this objective we plan to ensure:

High quality and regular training for staff on all aspects of safeguarding and related, relevant legislation
Leaders oversee and support high quality curriculum planning and opportunities for pupils

Progress we are making towards this objective:

Links to other policies

This document links to the following policies:

- PACT Equality Policy
- Accessibility plan
- Risk assessment
- Supporting children with medical conditions policy

Review

This policy will be reviewed and updated annually. New Equality Objectives will be published at least every 4 years.