

Harcourt Primary School

Equality Policy

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1. Aims

Harcourt Primary 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 Body 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 equality link governor is Wendy Settle. She will:

- Meet with the designated member of staff for equality x3 per year and other relevant staff members, to discuss any issues and how these are being addressed
- 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

The headteacher 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 for equality is T C O Connor. She will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor x3 per year to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document

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.

New staff receive training on the Equality Act as part of their induction. Refresher training will be available for all staff once per year.

The school has a designated member of staff 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, EAL pupils)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling HI pupils to access the curriculum)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be fully included in all school activities)

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. improvements in attendance)
- 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, Teamwork, Respect, Perseverance and Honesty throughout the school as our whole school values.
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and SRE, 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 identifying relevant issues.
- Working with our local community. This includes 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 Where possible, 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

7. Recruitment and Retention

We will ensure that the recruitment, retention and ongoing development of staff is undertaken in a fair and equitable manner to support our school's vision and values. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. Recruitment procedures follow Safeguarding and Safer recruitment policies and procedures.

8. British Values

At Harcourt we promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. We achieve this through our class behaviour charters, our school behaviour and relationship ethos, in our collective worship and school assemblies

9. Monitoring arrangements

We will update the equality information we publish at least every year.

This document will be reviewed by the Governing Body at least every 4 years.

This document will be approved by the Governing Body.

Harcourt Primary School – Equality Objectives 2022 - 25

The public sector equality Duty (PSED) requires all schools to publish specific and measurable equality objectives every four years. 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.

Aim	Action to Be Taken	Lead Professional	Timescale	Resources	Impact
Narrow the pupil premium gap in Reading, Writing and Maths in all year groups.	Increase the number of Pupil Premium pupils working at the expected standard for their age. Monitor the achievement of Pupil Premium pupils. Plan and deliver interventions to address gaps in learning as identified through on-going assessment.	Senior Leadership Team	On-going	Time for meetings. Cost of resources to support learning.	Gap narrowed in specific year groups and subjects (as identified through data analysis).
Narrow attendance gap between Pupil Premium and Non Pupil Premium pupils.	On-going monitoring of attendance Pupils voice related to attendance Regular communication with parents Rewards in place	SLT Attendance Officer SLO	Termly	Time Money for rewards	Attendance gap will diminish
Promote understanding and respect for differences.	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries.	HT SLT All class teachers and TAs Governors Pupils Parents	On-going	Cost of resources to promote understanding.	Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training.

<p>To increasing the participation of vulnerable groups in extra curricular school activities.</p>	<p>Identify appropriate opportunities for pupils to participate.</p> <p>Target appropriate activities at pupils</p> <p>Engage parents to support participation in activities</p>	<p>HT SLT All class teachers</p>	<p>On-going</p>	<p>Cost of resources to promote understanding.</p>	<p>More pupils from key vulnerable groups will participate in school activities</p> <p>Chn from vulnerable groups will be signposted to appropriate activities.</p>
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