

Lavington Park Federation

Equality Duty Objectives



Prepared by Helen Martin (Head teacher) December 2017

Signature

Approved by Finance & Premises Committee, January 2018

Next Review December 2018

Lavington Park Federation

Graffham CE Infant and Duncton CE Junior Schools

Equality information and objectives

Supporting all children in our schools lies at the heart of this policy. Our Christian values underpin all actions for children and families.

Our Christian values are:

Kindness
Respect
Hope
Responsibility
Friendship

Our Learning Values also play a vital role in supporting children in knowing that they have a role in their life in and out of school.

Our learning values are:

confidence
collaboration
communication
creativity
curiosity
craftsmanship
commitment

1. Aims

Our Federation 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 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 of Lavington Park Federation 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 **Jane Landstrom**. 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'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 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.

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year as part of the Annual Safeguarding training.

The school has a designated member of staff (this is the Head teacher) for monitoring equality issues, and an equality link governor (see named governor, above). 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 clubs).

In fulfilling this aspect of the duty, the school will:

- ensure that attainment and progress of all groups is discussed annually with the Link Advisor and the Teaching and Learning Committee of Governors.
- ensure that any actions from this analysis are actioned in a timely manner, and monitored by the Teaching and Learning Committee.

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
- holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we may also invite external speakers to contribute
- 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
- 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
- developing 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.

The school keeps a written record (known as an Equality Impact Assessment) 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 school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives 2017-2018

Objective 1: Train all staff in the Annual Safeguarding training to ensure that they understand the Equality Duty and everyone's part in this duty.

Why we have chosen this objective: to ensure that all staff and Governors understand their personal and professional responsibility whilst working within the school.

To achieve this objective we plan to: complete training annually; ensure that a copy of this document is read by all staff and Governors attending this training.

Progress we are making towards this objective: training to be scheduled for Spring term 2018.

Objective 2: To ensure that our school policies of Equality and Accessibility are updated, known by all and available for all on our school website.

Why we have chosen this objective: to ensure that information is open to all and knowledge is freely available.

To achieve this objective we plan to: ensure that staff have seen this document and know their professional responsibility in ensuring these school based objectives.

Progress we are making towards this objective: this document to be agreed at the Finance and Premises committee in January 2018, then published on the school website and used in training in Spring 2018.

9. Monitoring arrangements

The Head teacher will update the equality information we publish at least every year.

This document will be reviewed by The Finance and Premises Committee of the Governing Body at least every 4 years.

This document will be approved by Lavington Park Federation Governing Body.

10. Links with other policies

This document links to the Accessibility Plan, and risk assessments.