

Lavington Park Federation

*Equality Duty Objectives*



Reviewed by

Helen Martin (Head teacher) February 2020

Signature

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Approved by

Finance & Premises Committee

Next Review

December 2020

# 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.
- Appoint an equality link governor (Jane Landstrom) who will ensure that the objectives are being addressed, report back to the governing body with any issues, and be familiar with this policy.

The Head teacher will:

- promote knowledge and understanding of the equality objectives amongst staff and pupils
- ensure that the curriculum across the Federation promotes equality of opportunity at all levels
- 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.

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 2019-2020

***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
- for all staff to ensure that regardless of sex, race, sexual orientation, religion, disability all children and colleagues have the same opportunities

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

***Objective 2: To ensure that the curriculum at both schools is focused on promoting the objectives within this policy and puts equality at the heart of all curriculum intent and implementation.***

Why we have chosen this objective:

- to ensure that all children are given a clear and supportive understanding of their role in equality for everyone
- to use our curriculum intent document to ensure that equality, democracy, pupil voice and understanding of the needs of all children are embedded into all of our learning opportunities.

To achieve this objective we plan to: ensure that as we plan our long term curriculum at both schools, equality objectives are sought and covered in all areas of our curriculum. Children will be given the opportunity to learn in 'safe spaces' so that they can talk to each other and explore issues that might be sensitive and challenging to all

Progress we are making towards this objective: for the curriculum development at both schools to be monitored by the headteacher against the equality objectives.

## 9. Monitoring arrangements

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

The Governor with responsibility for this policy will bring to the F&P agenda once during the year; and the policy will also be reviewed annually. This ensures that a monitoring conversation will take place twice within the year.

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.