

# Heritage Park Primary School

## Equality Information and Objectives Statement



**Approved by:** Karen Bell (Headteacher)

**Last reviewed on:** January 2021

**Next review due by:** January 2022

**Heritage Park Primary School**  
**Equality Information and Objectives Statement**

At Heritage Park Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, faith or religion or socio-economic background.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Heritage Park Primary School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### **Aims**

At Heritage Park Primary School, we aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We aim to meet our 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 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](#).

### **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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the equality objectives on a daily basis to the headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives (see Appendix 1) amongst staff and pupils
- Monitor success in achieving the equality objectives and report back to governors

The Deputy Head will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- 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 and to work to achieve the objectives as set out in this policy.

### **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies will include reference to the importance of avoiding discrimination and other prohibited conduct.

### **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)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging pupils who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in extra-curricular activities or to stand for election for the school council in Years 2 to 6)

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

- Analyse the school's approach to equality, to determine strengths and areas for improvement, implement actions in response and publish this information

- Monitor and track the achievement of all pupils to ensure that no protected group is disadvantaged and will use this data to support pupils, raise standards and ensure inclusive teaching.

### **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, pupils will be introduced to literature from a range of cultures. We aim to teach every child how to behave in a responsible and self-disciplined manner and how to care about the needs and rights of others.
- 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
- Working with our local community. This includes organising school trips and activities based around different local faith groups
- Encouraging and implementing initiatives to ensure equal access for all pupils. All pupils are encouraged to participate in the school's activities, such as sports clubs and other extra-curricular clubs and competitions.

### **Equality considerations in decision-making**

The school will ensure it has due regard to equality considerations whenever significant decisions are made or policies are reviewed.

The school will consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school will consider whether the trip:

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

### **Links with other policies**

This document links to the following policies:

- Accessibility Plan
- Behaviour Policy
- Anti-bullying Policy
- SEND Policy

## **Appendix 1**

### **Heritage Park Primary School**

#### **Equality Objectives 2020**

1. To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.
2. To deliver a broad, balanced and rich curriculum to all pupils in school.
3. To monitor and promote the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities.
4. To close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, children in care and pupils from different heritage groups.
5. To ensure children feel safe and protected both at school and in the wider community, including online by having robust systems in place to deal with incidents of bullying, peer-on-peer abuse and discrimination.