

# Equality information and objectives



## Heron Park Primary Academy

<b>Approved by:</b>	Helen Crees	<b>Date:</b> May 2023
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## Contents

1. Aims .....	2
2. Legislation and guidance .....	2
3. Roles and responsibilities .....	3
4. Eliminating discrimination .....	3
5. Advancing equality of opportunity .....	4
6. Fostering good relations .....	5
7. Equality considerations in decision-making .....	5
8. Equality objectives .....	6
9. Monitoring arrangements .....	9
10. Links with other policies .....	9

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## Our Context

Heron Park Primary Academy is located to the Eastern end of a coastal, urban strip. The index of multiple deprivation for the wards served by the school ranges from the first to the 3<sup>rd</sup> most deprived decile. The percentage of children eligible for pupil premium (FSM and Ever 6) is significantly above the national average at 43%. Of this our current FSM percentage is 42% (May 2023). 17% of our pupils are currently children with SEND. Of this number, 1% have EHCPs. In line with the code of practice, we apply criteria rigorously in our assessment of pupils with SEND. 18% of our pupils have English as an Additional Language (EAL).

### 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 Local Academy Board 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 objectives to the headteacher.

#### **The Local Academy Board (LAB) nominates one member to be the link representative for equality.**

##### **They will:**

- Meet with the designated member of staff for equality regularly 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 among staff and pupils.
- ensure that all staff are aware of their role and responsibilities regarding the promotion and delivery of equality in school.
- challenge inappropriate language and behaviour.
- tackle bias and stereotyping.
- take appropriate action where discrimination or victimisation occurs.
- Monitor success in achieving the objectives and report back to governors.

##### **Staff School staff will:**

- ensure that they are up to date and aware of the contents of this plan and the school's policy towards all types of discrimination.
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- work to promote anti-bullying strategies as outlined in the school's behaviour and anti-bullying policy.
- show a commitment to undertake development and training within this area.
- engage with the school in eliminating any discrimination and act as a good example to pupils.
- Promote a positive working environment.
- report back to their managers immediately on any incidents relating to discrimination or victimisation, either by staff, pupils, or any other member of the school community, so that these incidents can be reviewed, and action taken where necessary.

##### **Pupils at the school will:**

- engage with the school in eliminating any discrimination.

- promote a positive work environment and a positive attitude towards equality when both in school and off the school site.
- report to school staff any incidents of inappropriate language or behaviour, discrimination, or victimisation that they know to have occurred.
- work to promote the anti-bullying strategies outlined in the school's behaviour and anti-bullying policy.
- set a good example regarding behaviour and social awareness to younger pupils and their peers.

**Parents, carers, and visitors to the school are expected to:**

- familiarise themselves with the school's single equality plan and support the scheme by promoting a positive attitude towards equality at home.
- attend any relevant meetings/awareness-raising sessions that they are invited to relating to the school's equality plan.
- work with the school to resolve any incident relating to discrimination or victimisation that their child is involved in.
- respect and follow our equality plan when visiting the school.

## **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 annually (ideally September).

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 that are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

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

- Analyse attainment data each academic year showing how pupils with different characteristics are performing.

- In the analysis of pupil performance, determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups.
- Publish further data about any issues associated with 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, 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 will 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.
- We have developed 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.

## 8. Equality objectives 2023-2027 (reviewed annually)

Link to public sector Equality Duty	Protected Characteristic	Aim	Objective	Target group	Action	Who is responsible?	Milestone/Progress
All	All	To increase pupil, staff and governors' awareness of legal duties around equality and what this looks like within the work context.	For all stakeholders to understand how the school promotes equality across all aspects of school life.	All pupils, Governors, Staff.	<p>Modify and update then publish/promote this plan on school website and on newsletters (where appropriate).</p> <p>Include feedback from stakeholders on periodic questionnaires.</p>	Headteacher, SLT and Governors	
All	All	To increase pupil, staff and governors' awareness of legal duties around equality and what this looks like within the work	For all stakeholders to understand what is meant by a protected characteristic	All Pupils/Governors and staff	<p>Teach equality/the protected characteristics to pupils progressively through the AAT curriculum.</p> <p>Assemblies carefully planned to promote the equality act when discussing diversity.</p>	Headteacher, SLT and SENCo	

		context.					
Advancing equality of opportunity	Other	To increase the attendance and attainment of pupils eligible for FSM, Pupil Premium and SEND	<p>Improve the attendance of pupils in disadvantaged groups (FSM, Pupil Premium, SEND) ensuring that attendance is in line with the national average.</p> <p>Attainment improves in all areas, so that outcomes are in line with the national average.</p>	FSM. Pupil Premium SEND	<p>Robust monitoring of attendance of these groups in place daily and weekly.</p> <p>Any attendance concerns swiftly addressed with parents. Where appropriate attendance targets and plans put in place.</p> <p>Attendance incentives in place to help promote its importance across the entire school community.</p> <p>Regular bulletins and communication from school regarding attendance expectations.</p>	SLT, Class teachers, Parents.	
Advancing equality of opportunity	Gender Race Other	To narrow the gap in outcomes in reading, writing and maths for those pupils who are EAL.	For outcomes in reading, writing and maths to be in line and above the National Average with minimal gaps between	EAL pupils	<p>Quality First Teaching takes into adaptations for those pupils where English is an additional language (e.g. use of pre-teaching vocabulary, word mats, same-day interventions).</p> <p>Where appropriate, English as an Additional Language Service is contacted to provide timely, additional support to identified pupils.</p>	Class teacher, SENCo, Assessment lead	

					Pupil data analysed termly, and outcomes assessed. Where appropriate, pupils placed into enhanced intervention groups to help support accelerated progress.		
Eliminate unlawful discrimination, harassment, and victimisation	All	To continue to prevent and respond effectively to all hate incidents and prejudiced based bullying.	<p>To ensure all staff are trained and confident in the Therapeutic Thinking approach to behaviour.</p> <p>Increase pupils' understanding of how to regulate emotions using zones of regulation, where appropriate.</p> <p>Continue to ensure pupils feel safe in school. They will be aware of the characteristics of bullying, their role in preventing it and continue to feel that it has been dealt with.</p>	Whole School	<p>Whole staff training on Therapeutic thinking and the Zones of regulation.</p> <p>Review and update existing policies and practice relating to bullying in line with the Therapeutic approach.</p> <p>Promotion of the fact that we are an Anti-bullying School is conducted systematically and through events such as antibullying week and through school council meetings.</p> <p>The school council will be instrumental in reviewing the school's approach to anti-bullying. The council will conduct surveys to gain feedback about how incidents are dealt with in school. Outcomes are fed back to SLT for action (where appropriate).</p>	SLT, Staff and Pupils.	
Advance equality of	All	To increase social and	Improve pupils' ability to recognise	Pupils/students with social,	Using the principles of Therapeutic Thinking, train	SLT and SENCo	



opportunity		emotional skills for pupils with social, emotional, and mental health needs.	personal emotions and have the skills to manage and regulate situations/emotions which become barriers to learning.	emotional, and mental health needs.	staff to deliver small group work sessions to support targeted pupils/students in developing social and emotional skills. Continue to engage with Counselling services to provide the next level of intervention for pupils who require social and emotional support.		
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## 9. Monitoring arrangements

The Headteacher/SLT will update the equality information we publish at least every year.

This document will be reviewed by the Local Academy Board periodically (minimum requirement for a more formal review is at least once every four years).

This document will be approved by the Local Academy Board.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND Policy