



## Equality Information and Objectives Policy

Approved by: Full Governing Body

Date: July 2025

Review: July 2026

Signed:

Chair: Mr. C Harris

Since the Equality Act 2010 came into effect there has no longer been a requirement that schools should draw up and publish equality schemes or policies. It is still good practice, however, for a school to make a statement about the principles according to which it reviews the impact on equalities of its policies and practices, and according to which it gathers and publishes information, and decides on specific objectives.

Reddal Hill Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

### **Legal framework**

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **Guiding principles**

In fulfilling the legal obligations cited above, we are guided by seven principles:

### **Principle 1: All learners are of equal value.**

We see all learners and potential learners, and their parents and carers, as of equal value regarding:

- Age;
- Whether or not they are disabled;
- Whatever their ethnicity, culture, national origin or national status;
- Whatever their gender and gender identity;
- Whatever their religious or non-religious affiliation or faith background;
- Whatever their sexual identity;
- Marital status;
- Pregnancy and maternity, and
- **Child in Care.**

### **Principle 2: We recognise and respect difference.**

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- Disability, so that reasonable adjustments are made;
- Ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised;
- Gender, so that the different needs and experiences of girls and boys, and women and men, are recognised;
- Religion, belief or faith background;
- Sexual identity.

### **Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.**

We intend that our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents;
- Mutual respect and good relations between boys and girls, and women and men, and an absence of sexual, transphobic and homophobic harassment.

### **Principle 4: We observe good equalities practice in staff recruitment, retention and development.**

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and

promotion, and in continuing professional development:

- Whether or not they are disabled;
- Whatever their ethnicity, culture, religious affiliation, national origin or national status;
- Whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

**Principle 5: We aim to reduce and remove inequalities and barriers that already exist.**

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- Disabled and non-disabled people;
- People of different ethnic, cultural and religious backgrounds;
- People of all gender identities.

**Principle 6: Society as a whole should benefit.**

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- Disabled people as well as non-disabled;
- People of a wide range of ethnic, cultural and religious backgrounds;
- People of all gender identities;
- People, whatever their sexual identity.

**Principle 7: Objectives.**

- We formulate and publish specific and measurable objectives;
- The objectives which we identify consider national and local priorities and issues, as appropriate;
- We keep our equality objectives under review and report annually on progress towards achieving them.

**The curriculum.**

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the principles set out in paragraph 4 above.

**Ethos and Organisation.**

We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- Pupils' progress, attainment and achievement;
- Pupils' personal development, welfare and well-being;

- Teaching styles and strategies;
- Admissions and attendance;
- Staff recruitment, retention and professional development;
- Care, guidance and support;
- Behaviour, discipline and exclusions;
- Working in partnership with parents, carers and guardians;
- Working with the wider community.

### **Addressing prejudice and prejudice-related bullying.**

The school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3:

- Prejudices around disability and special educational needs;
- Prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against travellers, migrants, refugees and people seeking asylum;
- Prejudices reflecting sexism and homophobia.

There is guidance for staff on how prejudice-related incidents should be identified, assessed, recorded and dealt with.

We keep a 'CPOMS' record of prejudice-related incidents and, if requested, provide a report to the local authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

### **Roles and responsibilities.**

The governing body will:

- Be responsible for ensuring that the school complies with legislation and that this statement and its related procedures and action plans are implemented and review its implementation in line with their governor responsibilities.
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives at least every four years commencing on the date of the last publication. Ensure that the school complies with the appropriate equality legislation and regulations.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.

- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Be responsible for implementing the statement;
- For ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- Taking appropriate action in any cases of unlawful discrimination and for the day-to-day responsibility for co-ordinating implementation of the statement.
- Implement this policy and its procedures.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the governing body.

All staff are expected to:

- Promote an inclusive and collaborative ethos in their classroom.
- Deal with any prejudice-related incidents that may occur.
- Plan and deliver curricula and lessons that reflect the principles in paragraph 4 above.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Support pupils in their class for whom English is an additional language.
- Keep up-to-date with equalities legislation relevant to their work.
- Be mindful of any incidents of harassment or bullying in the school and report any major breaches of the policy to the headteacher.

**Pupils will:**

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to their class teacher or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

### **Information and Resources**

The school will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity. We ensure that the webpage and content of this statement is known to all staff

and governors and, as appropriate, to all pupils and their parents and carers.

All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

### **Religious Observance**

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

### **Staff Development and Training**

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

### **Breaches of the statement**

Breaches of this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

### **Equality Objectives**

The Governing Body have set the following Equality Objectives for the four academic years commencing [2021/22](#). These will be monitored by the Governing Body regularly, and reviewed at least annually.

#### **Our equality objectives are:**

- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To ensure that a secure, safe and fair environment exists in which children, including in particular those with protected characteristics as defined by the Equality Act, 2010, may develop self-esteem and sense of purpose, in order for them to make at least good progress.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To tackle prejudice and promote understanding in relation to people with disabilities.
- To ensure implementation of Public Sector Equality Duty (PSED).

#### **Monitoring and review**

- The headteacher will review this policy annually, to ensure that all procedures are up-to-date.
- The policy will be monitored and evaluated by the headteacher and governing body in the following ways:

- Individual attainment data;
- Equal opportunities recruitment data;
- Equality impact assessments;
- Ofsted inspection judgements on equality and diversity;
- Incident records related to harassment and bullying.

Any changes made to this policy will be communicated to all members of staff.

### **Links with other policies**

This document links to the following policies:

- Equality Policy
- Accessibility plan