



EQUALITY OBJECTIVES

Policy Agreed by Academy Council
Review date

Spring 2022
Spring 2025

Equality Act 2010

Heighington CE Primary Schools' Provision of the Public Sector Equality Duty

We in Heighington CE Primary School are committed to equality.

We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

We will have **due regard** to advancing equality of opportunity includes making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it

- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low

We will consider the six Brown principles of 'due regard'

- Awareness all staff know and understand what the law requires
- Timeliness implications considered before they are implemented
- Rigour open-minded and rigorous analysis, including parent/pupil voice
- Non-delegation the PSED cannot be delegated
- Continuous ongoing all academic year
- Record-keeping keep notes and records of decisions & meetings

The protected characteristics for the school's provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

EQUALITY INFORMATION:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

STAFF

Age	The age range of our staff fluctuates, dependant on staff in post at any given time. However, we always comply with our equality duty.
Disability	When staff declare they have a disability we ensure reasonable adjustments are made where appropriate and where necessary.
Gender reassignment	We would support any staff member towards gender reassignment.
Marriage and Civil partnerships	The marital status of our staff fluctuates, dependant on staff in post at any given time. However, we always

	comply with our equality duty.
Pregnancy and maternity	At the present time we have no staff who are currently pregnant and one staff member on maternity leave. However, these figures may change, dependant on staff in post at any given time. However, we always comply with our equality duty.
'Race' / Ethnicity	33 members of staff at the present time are registered as White British and 1 member of staff is to be obtained.
Sex – male/female	34 staff – 35 female 1 male
Sexual orientation	We support all staff members regardless of sexual orientation

PUPILS

Age	4 – 11 years
Disability	5 record as a disability
SEN	11 SEN support
Education and Health Care Plans	5 children with an EHCP
Gender reassignment	We would support any pupil towards gender reassignment or questioning their gender.
Pregnancy and maternity	We would comply with our equality duty.
'Race' / Ethnicity	194 White British 48 White English 2 other mixed background 2 Chinese 1 Chinese and any other ethnic group 1 White and Chinese 1 White and Black Caribbean 2 White and Asian 1 any other white background 3 Black African 2 White and Black African 5 information refused/not yet obtained.
EAL	4 EAL pupils
Religion and Belief / no belief	Our pupil profile comprises of Christian, Muslim and other
Sex – Male / female	263 pupils – 130 female 133 male
Sexual orientation	We support all pupils regardless of sexual orientation
FSM	19 pupils are entitled to receive free school meals
Post 16	N/A

NEET's	N/A
Vulnerable groups of pupils whose prior attainment may be different from that of other groups	We support all vulnerable groups.

EQUALITY OBJECTIVES

Our equality objectives are:

1. To analyse our current Equalities practices and systems
2. To increase staff understanding of prejudice-related incidents and its implications for our school. This will be achieved through training and discussion; the outcome of such will be that all such incidents will be dealt with consistently
3. To further develop positive relationships with the local and wider communities over the next three years. This will relate to a number of the Equality Act protected characteristics as we establish links with local care homes, other schools, faith organisations etc.

WE WILL UPDATE OUR EQUALITY OBJECTIVES EVERY THREE YEARS AND WILL PUBLISH PROGRESS ON THEM ANNUALLY IN OUR EQUALITY INFORMATION

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage are more appropriate.

Headteacher

Mrs C Stonier