

Equality information and objectives

Bealings School



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1. Aims

Our school 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 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 governing 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 on a daily basis to the headteacher

The equality link governor is Lavinia Musolino. She will:

- › Meet with the designated member of staff for equality every term, 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 amongst staff and pupils
- › 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.

The school has a designated member of staff (Co-headteachers) for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make 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 societies)

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

- › Publish attainment data each academic year showing how pupils with different characteristics are performing, but only when this data does not allow individual pupils to be identified.
- › Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- › Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- › Publish further data about any issues associated with particular 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

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

Objective 1

To ensure a more evenly mixed representation of genders in after school sports clubs.

Why we have chosen this objective: Netball club in the academic year 2020-2021 was made up of 90% girls. Football club in the academic year 2020-2021 was made up of 100% boys. The 'guardian dance club' in the academic year 2020-2021 was made up of 100% girls.

To achieve this objective we plan to: encourage more participation in the lunchtime 'guardian football club' by girls in KS1, and boys in the KS1 'guardian dance club'. Advertise a girls football team and arrange competitive matches in school and with schools in local area. Arrange regular inhouse football and netball tournaments which are well attended by both genders. Arrange visits to women's football events and competitive netball events, raising the profile of the sports.

Progress we are making towards this objective: to be formally reviewed annually.

Objective 2

To ensure children from disadvantaged backgrounds are able to attend all after school clubs.

Why we have chosen this objective: Last year 33% of pupils from disadvantaged backgrounds attended one after school club.

To achieve this objective we plan to: Use pupil premium funding to fund places in after school clubs for all disadvantaged pupils. This will be advertised to parents.

Progress we are making towards this objective: to be formally reviewed annually.

Objective 3

To ensure people with protected characteristics are evenly represented without discrimination in our mantle of the expert contexts, allowing pupils to engage in the respectful treatment of all people, regardless of gender, race, sexual orientation or disability etc.

Why we have chosen this objective: In the academic year 2021/2022 Bealings pupils with a background that is non-white British make up only 13.08% of the school population.

To achieve this objective we plan to: ensure equality and inclusion forms part of our termly planning and features within our mantle of the expert work. Teachers must report plans to include representation of people with protected characteristics to co-headteachers termly.

Progress we are making towards this objective: To be formally reviewed annually.

9. Monitoring arrangements

The co-headteachers will update the equality information we publish at least every year.

This document will be reviewed by the full governing body and the co-headteachers at least every 4 years.

This document will be approved by the co-headteachers and chair of governors.

10. Links with other policies

This document links to the following policies:

<http://www.bealings.org.uk/wp-content/uploads/2021/03/Staff-Code-of-Conduct-Autumn-2020.pdf>

<http://www.bealings.org.uk/wp-content/uploads/2021/03/Volunteers-Code-Of-Conduct-2021.pdf>

<http://www.bealings.org.uk/wp-content/uploads/2021/01/SEND-Policy-Autumn-2020.pdf>

<http://www.bealings.org.uk/wp-content/uploads/2021/01/PSHE-and-Citizenship-Policy.pdf>

<http://www.bealings.org.uk/wp-content/uploads/2020/09/accessibility-plan-2020-2.pdf>