



## **Equality Information and Objectives**

**Policy Adopted:**  
**Review Date:**

**15<sup>th</sup> October 2020**  
**October 2024**

### **'Learning Together with Kind Hearts and Determined Minds'**

All schools have a duty to comply with the legislation set out in The Equality Act 2010, the single Public Sector Equality Duty (PSED) 2011 and the Specific Duties and Public Authorities Regulations 2017.

#### **Protected Characteristics:**

- Age
- Disability or Special Educational Need
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Borough Green Primary School will promote the three main legislation elements:

- the need to eliminate unlawful discrimination;
- the advancement of equality of opportunity;
- the fostering of good relations for pupils, staff and others using school facilities.

The following are some examples:

#### **Eliminating Unlawful Discrimination**

- funding may be made available to ensure all children are included where cost might be an obstacle;
- records are kept of bullying/racist incidents and these incidents are followed up;
- no child is discriminated against who wishes to be admitted to Borough Green Primary if spaces are available;
- teaching and learning are monitored to ensure children's needs are met and any religious, faith or other "protected characteristics" are respected and catered for;
- PSHE teaching/learning, guest groups/speakers, local faith groups, educational visits, school clubs and assemblies are all used to promote equality of opportunity;
- Employment of staff, staff training and development are all based on school/individual need and merit.

### **Advancement of Opportunity**

- In addition to the above:
- School improvement planning and monitoring, as part of school self-evaluation, are based on an analysis of pupil data and pursue the diminishing of the difference in attainment and achievement between groups of pupils;
- The school's ethos is inclusive and based upon mutual respect within which all are viewed as having equality of opportunity;
- The role of the school's Inclusion Manager is a key factor in ensuring that any needs of individual children are recognised and addressed at the earliest opportunity, irrespective of any other factors.

### **Fostering of good relations for pupils, staff and others using school facilities**

- The school's ethos is inclusive and based upon mutual respect within which all are viewed as having equality of opportunity;
- Home-school communication is of the highest priority e.g. ParentPay, newsletters, school website, open classroom sessions, parent consultations and open sessions with the Inclusion Manager;
- The school's Parent and Teacher Association is a strong contributor to the life of the school;
- The school runs many extra-curricular clubs, runs its own day nursery and sessional pre-school and provides wrap-around care through a breakfast, after school and holiday club;
- Local groups such as Bright Stars Gymnastics, Collette's Swim school and Walking Netball, use the school's facilities;
- Many parent volunteers work within school and the majority of staff have some kind of family link;
- The school's Governors are a strong group who in accordance with the Government's requirements concentrate on the three core strategic functions:
  1. Ensuring clarity of vision, ethos and strategic direction including the compliance with equality legislation
  2. Holding the Headteacher to account for the educational performance of the school and its pupils
  3. Overseeing the financial performance of the school and making sure its money is well spent
- Strong links established with Kaufipa School in Malawi through the School Partnership Programme.

### **Objective**

To ensure an increased number of children, including all vulnerable groups achieve Expected+ or above in the core curriculum subjects.

To ensure an increased number of children, including all vulnerable groups access and engage with extracurricular activities.

To improve the health and well-being of our children through a range of opportunities both in and out of the school day.

## **Actions**

1. Staff and Governors to have a greater awareness of our equality duties and the need to have due regard to three main legislation elements:
  - the need to eliminate unlawful discrimination;
  - the advancement of equality of opportunity;
  - the fostering of good relations for pupils, staff and others using school facilities; in all we do.
2. Report on progress and attainment of disadvantaged children.
3. Publish at least one objective on website.
4. Continue to address SMSC – spiritual, moral, social and cultural development, British Values and Radicalisation. Training for staff and Governors.

## **Equality Statement**

At Borough Green the Governors recognise the importance of ensuring equal opportunity for all children and adults. The Governors will continue to ensure that this is an essential element of all school policies and actions.

The right to develop, learn and work in an environment free from discrimination is implicit in our school's ethos and embodied in its mission statement. No member of our school community shall suffer direct or indirect discrimination on the basis of a protected characteristic. Allegations of victimisation or harassment associated with discrimination will be investigated and pursued in line with the school's grievance, discipline and behaviour policies.

Equality of opportunity and freedom from discrimination must permeate all aspects of school life, including in particular:

- Teaching, learning and assessment
- Behaviour and sanctions
- Pupil rewards
- Advice and guidance
- Personal development and pastoral care
- Extra-curricular opportunities and participation
- Admissions and attendance
- Delivery of the school curriculum and activities carried out in breakfast and/or after-school care clubs
- Staff recruitment, promotion and professional development
- Partnerships with parents and communities