

# Equality and Diversity Policy

## The Bythams Primary School



**Reviewed and updated:**            Jan 2024

**Next review:**                         Jan 2027

Signed: *Ann Cook*

Name: Ann Cook  
(Ex. Headteacher)

Date: 29.01.24

Signed: *Adrian Reed*

Name: Adrian Reed  
(Chair of Governors)

Date: 29.01.24

## 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

Our school aims to promote respect for difference and diversity in accordance with our values, Friendship Honesty Happiness Creativity Respect Forgiveness Determination.

## 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](#).

## 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 Head of School
- Meet with the Head of School annually, 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 Head of School will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

## **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 information about Equality and Diversity in the Staff Handbook which is updated regularly.

## **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 (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:
- Analyse data at least annually to determine strengths and areas for improvement and implement actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

## **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
- 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.

## **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

## **Equality objectives**

**These are my suggestions for Governors and can be amended**

1. To complete a school community survey annually to identify any areas of concern, particularly for Parents/Carers and Pupils.
2. To use our Insight assessment system to monitor the rates of progress of pupils with different characteristics (EAL, PP, Gender etc) in order to identify and address any trends.
3. To use our in-school tracking systems for behaviour to identify at-risk pupils. This information will then be used to identify any equality issues which will be addressed.
4. To appoint an 'Attendance champion' to monitor pupil attendance in order to ensure that quick action can be taken to address low attendance rates at school.
5. To increase the number of outside agencies (police, fire brigade, NSPCC, e-safety experts etc) who attend school to give the pupils expert advice on a range of issues.

## **Monitoring arrangements**

The Head of School will update the equality information we publish every year.

This document will be reviewed by the Full Governing Body at least every 4 years.

This document will be approved by the Full Governing Body

## **Links with other policies**

This document links to the following policies:

- > Accessibility plan
- > Risk assessment
- > Attendance Policy
- > Behaviour Policy
- > Curriculum Plans
- > SEND Policy
- > Recruitment Policy