

NANTWICH PRIMARY ACADEMY & NURSERY

PRINCIPAL – Sue Spence

Equality Information and Objectives (Public Sector Equality Duty)



CONTENTS		
1	Aims	
2	Legal Duties	
3	Our Ethos / Mission	
4	Responsibility	
5	Equality Objectives	

1. Aims

Our school aims to meet its obligations under the public sector 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.

Every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

2. Legal Duties

This document meets the requirements under the following legislation:-

- The Equality Act 2010.
- 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.

We understand clearly the principals of the above legislation and the work needed in school to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Protected Characteristics.

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:-

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

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions
We will not publish any information that can specifically identify any child
- Prepare and publish equality objectives

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 also 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.

In fulfilling our legal obligations we will follow these guiding principles:

- Recognise and respect diversity – all learners are of equal value and benefit equally from school policies, practices and programmes.
- Relevant differences are recognised. Policies, practices and programmes do not discriminate but may be differentiated to take account of life experience, outlook, background and the kind of barriers and disadvantage people may face.
- Foster positive attitudes and relationships and a shared sense of belonging between people of different ability, background, gender or cultural identity.
- Staff recruitment, retention and development. Policies and procedures benefit all employees and potential employees in recruitment, professional development and promotion.
- Aim to reduce and remove existing inequalities and barriers. We will take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that exist between people of different ability, background, gender or cultural identity.
- Consult and involve widely. People affected by a policy or programme are consulted and involved in the design of new policies and in the review of existing ones based on the principles of transparency and accountability.
- Strive to ensure that society will benefit through fostering greater cohesion and greater participation in public life of people with different ability, background, gender or cultural identity.

3. Our Ethos/Mission

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. We will consult with those affected by the decisions we take to promote equality and eliminate discrimination. If incidents still occur we address them immediately and report them to the Local Authority and St Bart's Multi Academy Trust using their guidance and support material.

4. Responsibility

We believe that promoting Equality and eliminating discrimination is the responsibility of the whole school together with the support from its local community.

School Community	Responsibility
Governing Body	<p>To 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 and that they are reviewed and updated at least every 4 years.</p> <p>To delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal.</p> <p>To support and challenge the Principal and SLT in terms of the school's performance in meeting its obligations under the act.</p> <p>Consulting with and working with the local community to support the school in fostering good relationships designed to eliminate discrimination and promoting equality.</p>
Principal	<p>Promote knowledge and understanding of the equality objectives amongst staff, pupils, parents and Governors together with clear expectations of what is required from them during their day to day school duties.</p> <p>Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. Includes teaching in RE, personal, social, health and economic education.</p> <p>Delivering assemblies to raise relevant issues.</p> <p>Ensure all staff have appropriate skills to deliver equality within school. Encouraging initiatives to deal with tensions between different groups of pupils within school.</p> <p>Implement Positive Behaviour policy ensuring children always feel safe at school and prejudicial bullying is addressed.</p>

School Community	Responsibility
	<p>Regularly monitor the curriculum to ensure it meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping.</p> <p>Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.</p> <p>To monitor success in achieving the objectives and report back regularly to Governors.</p> <p>Consulting with and working with the local community to support the school in fostering good relationships designed to eliminate discrimination and promoting equality</p> <p>Facilitate training on the Equality Act for new and existing staff.</p>
Senior Management Team	<p>To support the Principal as above</p> <p>Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</p>
Teaching Staff	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum</p> <p>Ensure teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.</p> <p>Tracking pupil progress to ensure all children make satisfactory progress and intervening promptly when necessary.</p> <p>Ensuring all pupils have access to extra-curricular provision.</p> <p>Ensure that prejudice related incidents are recorded and reported.</p>
Non Teaching Staff	<p>Support the school and the governing body in delivering a fair and equitable service to all stakeholders</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated</p> <p>Support colleagues within the school community</p> <p>Ensure that prejudice related incidents are recorded and reported.</p>

School Community	Responsibility
Parents	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality, eliminating discrimination and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality.</p> <p>Uphold the commitment made by the Principal on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing board of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</p>

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school website.

5. Equality Objectives.

At Nantwich Primary Academy we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. To achieve this we have set the following objectives:-

No.	Objective
1.	Through curriculum opportunities and wider school life we will promote understanding and respect for differences. We will ensure that the curriculum reflects the school's religious and ethnic diversity whilst promoting fundamental British values.
2.	We will provide comprehensive training for all staff and Governors regarding the relevant legislation surrounding diversity and equality
3.	We will monitor and analyse pupil achievement by protected characteristic and act on trends or patterns in the data that indicate the need for additional support for pupils. This will inform provision and intervention to ensure individual needs are met.

4.	To monitor the attendance of all groups of children in line with national expectations.
5.	To encourage levels of parental engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement
6.	The school will strive to ensure that children from all groups make progress at least in line with their peers to meet or exceed national expectations in English and Mathematics.
7.	To raise attainment of more able pupils throughout the school and promote access to all pupils to engage in extended school provision.

Contact details for raising concerns

If you have concerns about your child, you may wish to speak to the class teacher in the first instance. You can also arrange to speak to Mrs Julia McGhie, our SENCO who can be contacted via the school office on 01270685000 or admin@nantwichprimaryacademy.co.uk.

Complaints

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available on the school website or from the school office.

Monitoring and Reporting Arrangements.

We will publish details of how the school is complying with its public sector equality duty on an annual basis. The next report is due Autumn term 2019. It will be approved by the Governing Board.

Links with other policies

This policy links to our policies on:-

Accessibility Plan
Positive Behaviour
Supporting Pupils with Medical Conditions