

# Equality Information



**St Lawrence's**  
CHURCH OF ENGLAND PRIMARY SCHOOL

**Member of staff responsible:**

Helen Coles

**Date:** February 2023

**Last reviewed on:**

February 2023

**Next review due by:**

February 2024

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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.

This document also complies with our funding agreement and articles of association.

## 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher
  - Meet with the designated member of staff for equality every term during the Pastoral Governors meeting, 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 teacher will:

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

The designated member of staff for equality is Mrs Helen Coles, Head teacher:

The designated member of staff for equality will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Identify any staff training needs, and deliver training as necessary

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September. All new staff receive a formal induction process and the Equality Objectives and procedures are highlighted during this time.

All staff will make SLT aware of any equality issues.

## **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 (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.)
- 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 the data regarding groups to determine strengths and areas for improvement, implement actions in response and publish this information. There is a half term Inclusion meeting.
- Make evidence available (upon request) 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

St Lawrence's CE 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 and RHE 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 worships and assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such worships and 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 worship and assemblies, and organising school trips and activities based around the local community which support equality and anti-discrimination.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example: pastoral interventions, assemblies, parental meetings etc.
- Our school ambassadors are representatives from different year groups and is formed of pupils from a range of backgrounds. All students are encouraged to take part in student voice.
- All pupils are encouraged to participate in the school's activities, including trips and extra-curricular activities.
- We work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. These include local groups such as Limetrees.

## 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment and is part of the student information check list.

## 8. Monitoring arrangements

The Assistant Head teacher, in associate with the Head teacher, will update the equality information we publish at least every year.

This document will be reviewed by pastoral governors, Assistant Head teacher: pastoral care and Head teacher at least every 4 years.

This document will be approved by the appropriate governors.

## **9. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessments
- Anti-bullying policy
- Inclusion documents
- SIAMs report