Willoughton Primary School

Equality Statement of Duty and Equality Objectives
as required by the Equality Act 2010

Our specific duties

We have two Specific Duties under the 2010 Equality Act:

To publish information to demonstrate our compliance with the general duty to promote equality

To prepare and publish one or more equality objectives

Our objectives for the four-year period September 2022 to September 2026 are:

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity;

To narrow the gap between vulnerable children and other groups;

To continually consider how well the school ensures equality of opportunities for all its pupils;

To improve levels of attendance so all pupils have equal opportunities to access a full curriculum and fulfil their potential.

School Data

Data concerning the composition of the school community is arranged by year group, ethnicity and gender, and by proficiency in English.

Our school also records types of impairment and Special Educational Need. We follow DfE guidance on recording disability in addition to Special Educational Need

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When setting objectives for achievable and measurable improvements we review the data and other information on inequalities of outcome and participation

Documentation and record keeping

Whenever policies are reviewed they will be scrutinised for their adherence to the Equality Act. This will also apply to the school improvement plan and self-evaluation papers, newsletters and occasional letters to parents.

Our equality policy is published on the school website. Paper copies are available from the School Office.

Several other relevant documents are also available on our website.

The school's responsibilities under the Equality Act are referenced as appropriate in the minutes of governors' meetings, staff meetings and senior leadership team meetings

Equality Objectives and the Statement of Equality Duties are discussed at the first Full Governors' meeting of each academic year.

The school will carefully assess new policies or measures that may have an impact on equality.

Responsibilities

The Headteacher has special responsibility for equalities matters.

If you wish to discuss equality matters please contact the Headteacher





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A member of the governing body has a watching brief for equalities matters

If you wish to discuss equality matters with the Governing Body please contact the Chair of Governors through the School Office.

HEMSWELL CLIFF PRIMARY SCHOOL

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Staffing

The school's programme of staff meetings and continuing professional development (CPD) includes reference to equalities matters, both directly and incidentally.

We ensure we adhere to Lincolnshire County Council's guidance on equal opportunities and recruitment

There is good equal opportunities practice in the recruitment and promotion of staff, both teaching and administrative.

Behaviour and safety

There are clear procedures for dealing with prejudice-related bullying and incidents.

Our policy for responding to bullying and incidents is available on our website

Surveys show that most pupils feel safe from all kinds of bullying.

Evidence of this comes from our most recent OfSted report which can also be accessed on the website.

Curriculum

Focused attention is paid to the needs of specific groups of pupils (for example those who have Special Educational Needs and Disabilities) and there is extra or special provision for certain groups, as appropriate

If you wish to discuss such support please contact the Headteacher

There is coverage in the curriculum of equalities issues, particularly with regard to tackling prejudice and promoting community cohesion and mutual understanding

There are activities across the curriculum that promote pupils' spiritual, moral, social and cultural development.

Consultation and involvement

The school has procedures for consulting and involving parents and carers, and for engaging with local groups and organisations, and has regard in these for the concerns and requirements of the Equality Act (which may sometimes involve targeted consultation).

Examples of how we have consulted and involved parents and other people include annual questionnaires and "Meet the Governors" sessions

The school has procedures for finding out how pupils think and feel about the school, and has regard for the concerns of the Equality Act (which may sometimes involve targeted consultation).

Examples of how we have consulted and involved pupils include establishing School Council and conducting pupil questionnaires.