




Northfield Manor Primary Academy
Equality Policy

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Approval by:	Chair of Academy Council	Signed:	

Contents

1. Aims	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination	3
5. Advancing equality of opportunity	3
6. Fostering good relations.....	3
7. Equality considerations in decision-making	4
8. Equality objectives.....	4
9. Monitoring arrangements	4

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 based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#) and also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The academy council 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 headteacher.

The headteacher will:

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

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 academy councillors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

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 (e.g. members of the school community with a disability).
- ✓ Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim members of school 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:

- ✓ Have ready access to attainment data each academic year showing how pupils with different characteristics are performing.
- ✓ Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.
- ✓ Make evidence available identifying improvements for specific groups.

6. 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.
- ✓ Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- ✓ 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. We also work with parents to promote knowledge and understanding of different cultures
- ✓ Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

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 different genders.

8. Equality objectives

Objective 1

Ensure that the promotion of racial equality is included in all our development planning and through all of our policies.

Why we have chosen this objective: To ensure all members of our community are considered at all times.

To achieve this objective, we plan to ensure that all policies have due regard to this area.

Objective 2:

Show respect for cultural diversity through teaching and learning processes that reflect the ethnic diversity of our school and our society.

Why we have chosen this objective: To promote diversity and tolerance within our school community.

To achieve this objective, we seek to ensure planning, lessons and activities provide representation and raise awareness and understanding of the diverse nature of our community.

Objective 3:

Ensure the promotion of all opportunities to both boys and girls.

Why we have chosen this objective: To ensure all pupils are not limited in their aspirations either in their choices of extra-curricular activities or careers in a later phase of their education.

To achieve this objective, we seek to ensure that gender stereotyping is challenged and that good role models are promoted for both boys and girls in all areas of curricular and extra-curricular areas.

Objective 4: Work to eradicate any inequalities in attainment between genders (girls' maths, boys' English).

Why we have chosen this objective: To ensure all children have every opportunity to make the best possible progress in all subjects irrespective of their gender.

To achieve this objective, we plan to ensure that curriculum planning and resources are tailored to meet the needs of both genders

9. Monitoring arrangements

This document will be reviewed by SLT and Academy Council at least every 4 years.

This document will be approved by Academy Council.