



Brampton Abbots CE Primary School



Bridstow CE Primary School



Oak Meadow Federation

Equality information and objectives

This document will be reviewed and updated by the Governing Body bi-annually.
All references to 'the school' imply both Brampton Abbots and Bridstow Primary Schools.

Date signed off by Full Governing Body:

Signed Daniel Brearey, Headteacher

Paul Mason, GB Chair

Date next review due: September, 2023

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](#).

3. Roles and responsibilities

3.1 The governing body 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 headteacher

3.2 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

4.1 The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

4.2 Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

4.3 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.

5. Advancing equality of opportunity

5.1 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. 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 events and activities)

5.2 In fulfilling this aspect of the duty, the school will:

- Publish 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 (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

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

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

8. Equality objectives

Objective 1:	<i>Based upon the results of a 'baseline assessment of children's understanding of difference and diversity' the school to make a marked improvement (at least 20% increase) in children's confidence to understand difference and diversity in their given setting and context.</i>
Why we have chosen this objective:	The school is situated in a broadly monocultural community that has a limited amount of diversity compared to more highly populated areas of the country.
To achieve this objective we plan to:	Assess children's understanding of difference and diversity across KS2 to enable us to 'baseline' views. All KS2 classes to complete a series of difference and diversity lessons based on their current understanding of the local community. Measure impact based upon an exit survey of children's views and understanding.
Progress we are making towards this objective:	This will be reviewed annually at the final Teaching & Learning Committee of the academic year.

Objective 2:	<i>The attendance rates of Show Families will improve year on year to meet a target of 90% attendance in by the end of the school year.</i>
Why we have chosen this objective:	Though a small proportion of the entire school population, show family attendance is a significant factor in the educational achievement of children in these families that attend the school.
To achieve this objective we plan to:	Meet all families to discuss the school calendar in relation to the show family calendar to aid school attendance. Explore the options available in supporting children academically when not at school (ie remote learning or other approaches). Look at methods and alternatives towards children in show families attending school when remainder of family is away from home.
Progress we are making towards this objective:	This will be reviewed annually at the final Teaching & Learning Committee of the academic year.

Objective 3:	<i>Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.</i>
Why we have chosen this objective:	Ensure that decision making when recruiting new staff is fully informed by a clear understanding of conscious and unconscious bias that may exist in a interview panel to ensure legal requirements are fully complied with.
To achieve this objective we plan to:	Send the Headteacher, both Deputy Headteachers, Chair of Governors and another nominated governor representative on equal opportunities and non-discrimination training.
Progress we are making towards this objective:	This will be reviewed annually at the final Teaching & Learning Committee of the academic year.

9. Monitoring arrangements

The governing body's Teaching & Learning Committee will update the equality information we publish, at least every year.

This document will be reviewed by at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan