



Equality Information and Objectives

'Growing deep roots. Producing good fruit'

At Offenham CE First School we are growing together as a loving school community where everyone is committed to the ongoing pursuit of excellence – a place where, through the joy and hope of the resurrection there is transformation, growth and progress in children's social, moral, spiritual, cultural and academic lives.

Our school values (VIVs) - Friendship, Perseverance, Respect, Responsibility and Truth.

And our fruits - Love, joy, peace, patience, kindness, goodness, gentleness, faithfulness and self-control can be seen in action across our school life together. We desire for all of our children to develop deep roots so that they are resilient, able to flourish and grow and to produce abundant fruit in their own lives and to serve the common good.

Equality Information and Objectives Policy

Legislation - The Equality Act 2010 ("the Act") provides a modern, single legal framework with three broad duties:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

Offenham CE First School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation;
- Marriage and civil partnership (for employees).

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:

- o Admissions;
- o Attendance;
- o Attainment and progress;
- o Exclusions;
- o 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 understand 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. 2.

The school's Equality Information and Objectives Policy draws together all previous equality legislation and details how the school is fulfilling the requirements of the Act. 3.

Our Ethos

This is a place where:

- learning is active and engaging;
- children are prepared for their future;
- all efforts are acknowledged and celebrated;
- everyone is valued and respected as an individual;
- we will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- everyone is encouraged to be part of and contribute to the community; and
- encourage everyone to make healthy life choices.

Addressing Prejudice Related Incidents

Offenham CE First 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. If incidents still occur, we address them immediately and report them to the DoWMAT.

Addressing Disability Related Incidents

The school will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

- (a) increasing the extent to which disabled pupils can participate in the curriculum;
- (b) improving the physical environment of school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided;
- (c) improving the availability of accessible information to disabled pupils.

The accessibility plan can be found as a separate policy on our website.

Addressing Incidents Relating to the Protected Characteristics

The school's leaders understand their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

We believe that promoting equality is the whole school's responsibility. The school eliminates discrimination and other conduct prohibited by the act. We aim to advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations between people who share a protected characteristic and those who do not.

We fulfil this responsibility by:

- (a) for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- (b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- (c) PSHE, RSE, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles;
- (d) employing specialist staff to support pupils with special needs or disabilities, and implementing the school's disability access plan;
- (e) monitoring of welfare, with intervention and support where required;
- (f) taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

Responsibilities

Offenham CE First School Local Academy Board will seek to involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.

The Head Teacher/Assistant headteacher will seek to involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. They will promote key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. They

will ensure that staff have appropriate skills to deliver equality, including pupil awareness and will ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

The Teaching Staff will help in delivering the right outcomes for pupils. They will uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. They will design and deliver an inclusive curriculum. Teachers will be made aware of their responsibility to record and report prejudice related incidents.

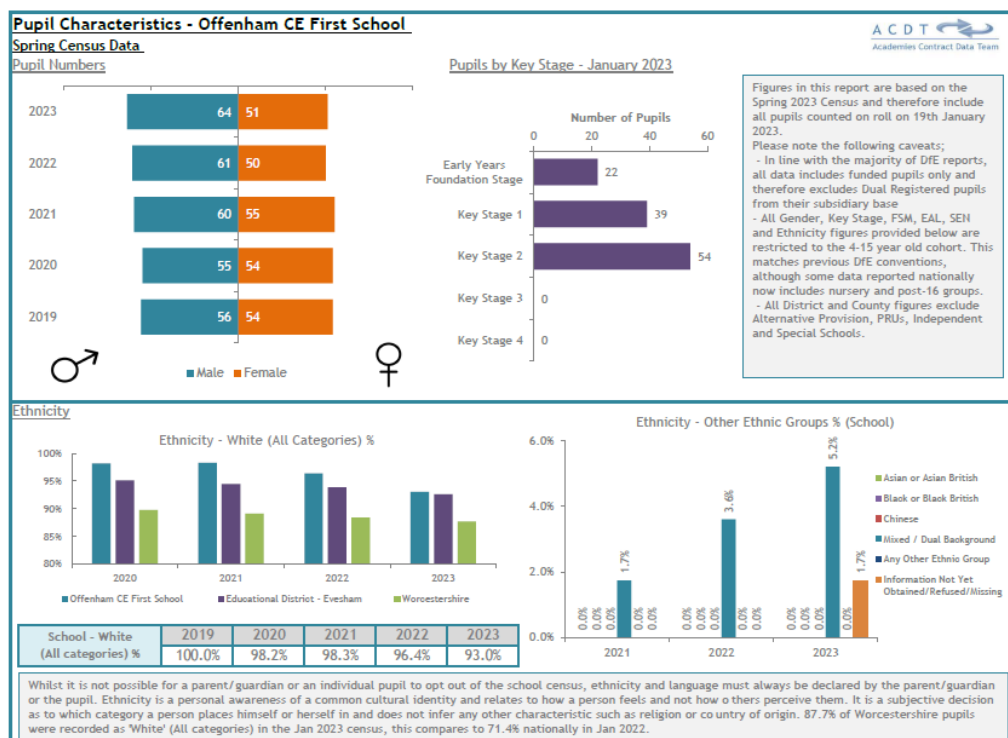
Support Staff will support the school and the governing body in delivering a fair and equitable service to all stakeholders. They will uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. They will support colleagues within the School community. The Headteacher will ensure that they are aware of their responsibility to record and report prejudice related incidents.

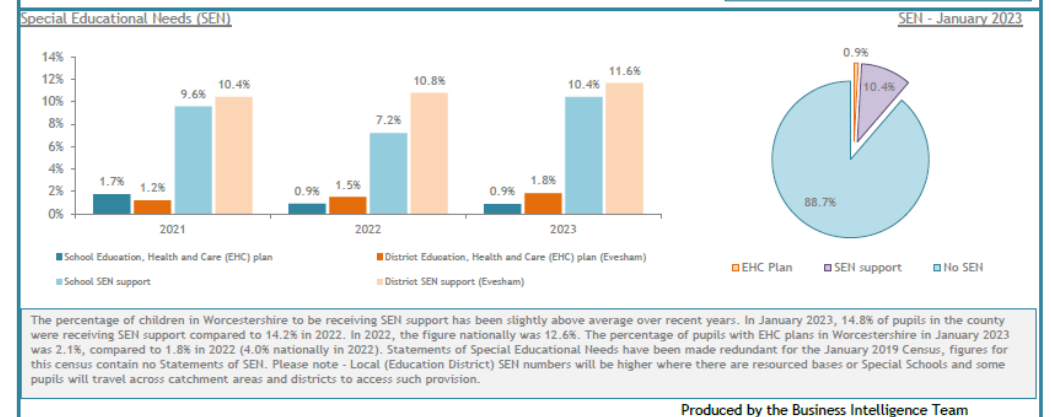
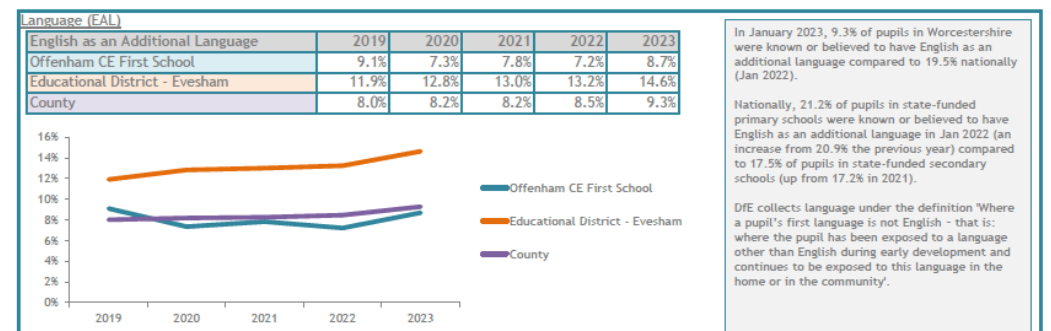
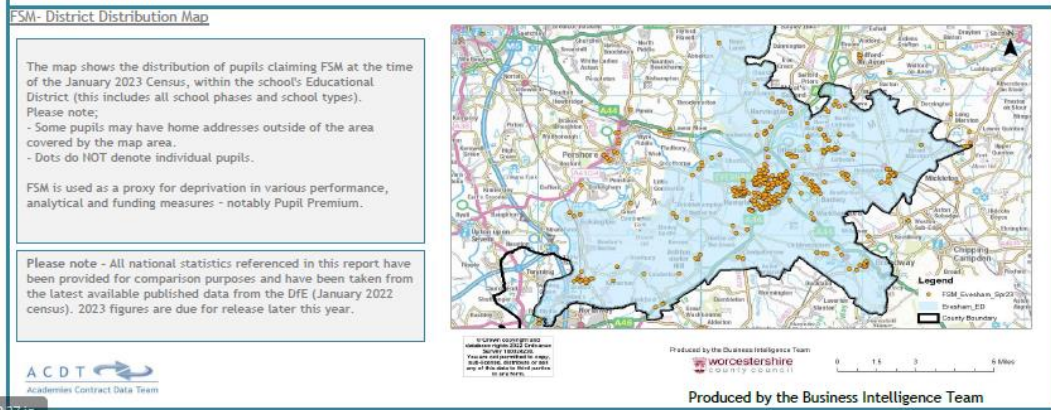
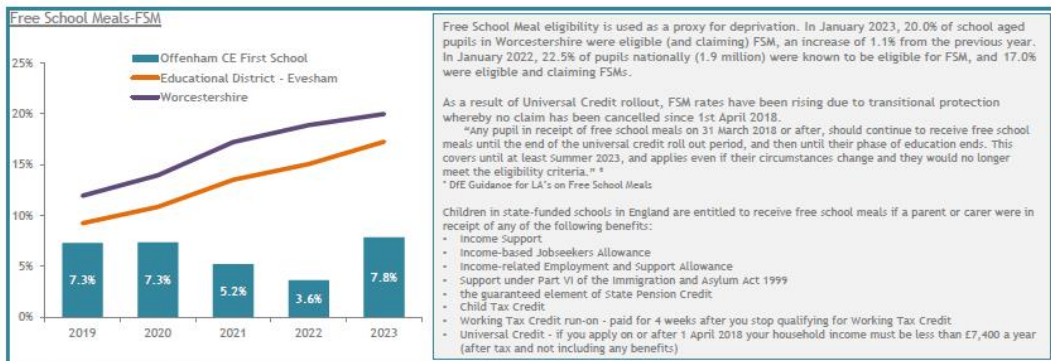
Parents will take an active part in identifying barriers for the school's community and in informing the governing body of actions that can be taken to eradicate these. They will take an active role in supporting and challenging the school to achieve the commitment given to the school's community in tackling inequality and achieving equality of opportunity for all.

Pupils will support the school to achieve the commitment made to tackling inequality. They will uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.

Local Community Members will 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. They will take an active role in supporting and challenging the school to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

Our school's equality information 2023





The school's equality objectives

While aiming to continuously improve the implementation of equality related policies and procedures, and ensuring that due regard is taken always of the impact of actions and decisions on pupils and staff with particular characteristics, the school has established equality objectives for the period 2023 -24 which are reflected in the action plan below.

Equality strand	Action	How will the impact of the action be monitored	Who is responsible for the implementation	What are the time frames	Early success indicators
All	Ensure all staff have read the Offenham Equality Information and Objectives and are aware of the DoWMAT Equality Policy	Signed confirmation from staff that they have read the policy and are aware of the DoWMAT policy and where to find this.	SLT	Ongoing	Staff are familiar with the principles of the Equality Objectives and use them when planning sequences of learning
All	Ensure parents are aware of the Equality Information and Objectives and where to find the DoWMAT Equality Policy	Note where parents demonstrate they are aware of these policies or demonstrate they are not aware	SLT	Ongoing	Parents are aware of the Equality Plan
All	Monitor and analyse pupil achievement, gender and SEND and vulnerability and act on any trends or patterns in the data that require additional support for pupils. Monitor data for individuals with specific characteristics and ensure these are addressed.	Analysis of Data termly, PPM and review of IPM half termly where appropriate	SLT/SENDco and teaching staff	Termly progress reviews	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups.
All	Ensure that the curriculum promotes role models and heroes that young people	Increase in pupils' understanding of diversity and equality in pupil voice	SLT/teaching staff	Ongoing	Curriculum reflects principles of the Equality Plan

	positively identify with, which reflects the school's diversity in terms of race, gender and disability.				
All	Develop a program of cultural and personal development which addresses issues around equality, diversity, British Values and our school context.	PSHE monitoring, Pupil Voice, Worship audit (Pupil Led) pupil questionnaires show a good understanding of these areas of personal development	SLT/teaching staff	Ongoing	Personal development is a strength across the school
All	Ensure reward systems for Behaviour, attendance, effort and achievement do not discriminate on any covered by the protected characteristics or on grounds of ill health	Review of award systems / celebration events.	SLT	Ongoing	Reward systems are fair and proportionate and do not discriminate on any covered by the protected characteristics or on grounds of ill health
Race Equality Duty	Identify, respond and report racist incidents on CPOMS Report the figures to the LAB / MAT in the HT Report to LAB	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents	Headteacher/LAB	Ongoing	Teaching staff record and respond to racist incidents consistently
Gender Equality Duty	Ensure opportunities for participation are	Participation of girls and boys in sports clubs and competitions	PE Lead/staff	ongoing	Opportunities are accessed by all

	non-discriminatory and stereotypes are challenged eg. in specific sports				
Disability Equality Duty	Disabled children can take part in all aspects of the curriculum, other children are encouraged to consider physical differences positively	Monitoring involvement of disabled pupils/reporting on CPOMS of incidents involving reference to physical differences	HT/SENDCo /Teaching Staff/Support Staff	Ongoing	Disabled children clearly taking part in all aspects of school life and form strong friendships

Reviewed: September 2023

Review Date: Autumn 2024