Endeavour Primary School

Equality information and objectives policy

Review Cycle	Annually / Bi-Annual / Three Yearly/ 4 Yearly	**Date of Next Review**	December 2028
Governor Approver **Role** **Signed** **Date**	David Brook Co-Chair of Governors  December 2024	**School Approver** **Role** **Signed** **Date**	Helen Palmer Headteacher  December 2024
Review changes:	*Sept '19: Updated to reflect changes in demographics school & local context* *Dec '24: Complete update*		

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

Our school aims to promote respect for difference and diversity in accordance with our ANCHOR values:

Aspiration

Nobleness

Challenge

Happiness

Opportunity

Respect

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

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
- 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
- Meet with the designated member of staff for equality annually, 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 headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Identify any training needs & deliver training as necessary
- 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 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 annually. This is from the Hampshire suite of available training.

The school has a designated member of staff (headteacher) for monitoring equality issues.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Endeavour Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- 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 curricular opportunities)

In fulfilling this aspect of the duty, Endeavour Primary School will:

- Share attainment data each academic year showing how pupils with different characteristics and groups are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information

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.
- 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
- We have developed 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

tick to identifies which statutory duty/equality legislation the planned action is meeting R = Race, D = Disability, G = Gender, SO = Sexual Orientation, A = Age, R/B = Religion or Belief						***Outcome***	***Actions***	***Timescale***	***Responsibility***
R	*D*	*G*	*SO*	*A*	*R/B*				
x	*x*	*x*	*x*	*x*	*x*	To ensure the Equality Policy is understood and shared by all stakeholders .	Publish and regularly promote the Equality Plan through the school website, newsletter and school meetings	***Jan' 25 and ongoing***	***HP & all staff***
x	*x*	*x*				To continue to monitor attainment and progress of pupils by identified characteristics	Monitor and analyse pupil achievement by e.g. race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. Report to Governors.	***Jan'25 and ongoing***	***Senior Leadership Team***
x	*x*	*x*	*x*	*x*	*x*	Champions of anti- bullying in school (staff and children) lead and support the journey at Endeavour Primary.	Annual review of Anti bullying Policy Regular meetings of the team Cascade information to SLT Whole school systems and monitoring Staff training delivered as required	***Jan '25 and ongoing***	***Senior Leadership team*** ***Pupils***
x	*x*					Increase the representation of	*Proactive recruitment strategies*	***Jan '25 to***	***Senior***

						staff from local communities to reflect pupil demographics, over a 4 year period (from July '25 to Sept '29) increase by 10%	*Reviewing shortlisting* *Train staff in recruitment & selection on equal opportunities*	***Sept '29***	***leadership team*** ***HR manager*** ***Governors***

9. Monitoring arrangements

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
- Risk assessment
- Behaviour Policy
- SENd policy
- Safeguarding Policy
- Child protection Policy