

WEST SUSSEX COUNTY COUNCIL

Sidlesham

Primary School

**Equality Information and
Objectives Policy**

Autumn 2023

The little school where BIG things happen!

Approved by: Quality & Standards Committee

Review: Autumn 2027

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

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 as necessary 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
- 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
- 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.

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 that 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 school clubs)

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 data referenced above 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
- 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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objective 1

To develop provision of better accessibility to and egress from the school in order to promote educational opportunities for this pupil group

Why we have chosen this objective: as our school buildings are very outdated and do not provide good access or egress for disabled pupils any works being carried out in the future should therefore consider how to improve the premises to accommodate such needs

To achieve this objective we plan to: consider how improvements to the school premises can be made to make the premises more accessible for all. Ensure that this people group is planned for in any future redevelopment work of the buildings.

Objective 2

To ensure that we are offering education and support to pupils and staff to support their mental wellbeing.

Why we have chosen this objective: mental wellbeing appears to be a national issue in schools and we would like to improve the way in which this is provided for at Sidlesham Primary.

To achieve this objective we plan to: appoint and train a new Senior Mental Health Lead who will develop a school wide plan as part of their training and development.

Progress we are making towards this objective: a staff wellbeing survey has been developed and circulated to help understand issues within the school.

Objective 3

To promote the diversity of the world we live in opening children's eyes to the variety of expressions of faith, views and cultures as well as needs around them

Why we have chosen this objective: as improving children's understanding of the different expressions of faith around the world should promote an improved tolerance between people holding differing opinions and beliefs.

To achieve this objective we plan to: ensure that our curriculum and our cultural assembly offerings cover a range of world faiths and cultures developing understanding of the way in which these are expressed.

9. Monitoring arrangements

The Quality and Standards Committee will update the equality information we publish as appropriate and this document will be reviewed by at least every 4 years.

This document will be approved by the Quality and Standards Committee.