

# Ridgeway Primary Academy

## Equality Information and Objectives

### 1. Aims

Ridgeway Primary Academy 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

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, 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 Head of school/ Executive Headteacher

A member of the Governing body will:

- Meet with the Executive Headteacher annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing body regarding any issues

The Head of school/ Executive 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
- Meet with a member of the governing body to raise and discuss any issues

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**

Ridgeway Primary Academy 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.

Staff receive training about their responsibilities under the Equalities act and reminded about the objectives set out in section 8 annually.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, Ridgeway Primary Academy 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 pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- 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:

- Analyse the data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Access information about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. Fostering good relations**

Ridgeway Primary Academy 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 and musical activities.

## 7. Equality considerations in decision-making

Ridgeway Primary Academy 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 increase the level of pupil voice by ensuring that our school council includes a fair representation of all pupils in the school, and in this way foster good relationships between those who have a protected characteristic and those who do not.**

Why we have chosen this objective:

*Our school council helps to make decisions on a range of issues across the school and therefore must be truly representative of our school population.*

To achieve this objective we plan to:

*Monitor membership of the school council to ensure the mix of boys and girls, race and religion is evenly representative. Actively encourage pupils with a protected characteristic to stand as a school council representative.*

Progress we are making towards this objective: (to be completed July 2023)

**Objective 2: To continually consider how well the school ensures equality of opportunities for all pupils particularly those with special educational needs and/or disabilities.**

Why we have chosen this objective:

*We currently have pupils who are recorded as having SEND.*

To achieve this objective we plan to:

*Consider our curriculum to ensure that all pupils are included. Ensure that extra-curricular activities are accessible to all. Work closely with the Learning South Leicestershire School Sports Partnership to develop our sport and PE curriculum to ensure all pupils can be included. Develop a committee so that children with special educational needs and their parents have a voice.*

Progress we are making towards this objective: (to be completed July 2023)

**Objective 3: To minimize gender gaps in attainment in reading writing and maths across the school**

Why we have chosen this objective:

*At our school there are differences in attainment between boys and girls in some cohorts.*

To achieve this objective we plan to:

*Analyse school data on a half termly basis and discuss progress in meetings with each class teacher and the senior leaders of the school. Actions are agreed and monitored.*

Progress we are making towards this objective: (to be completed July 2023)

**Objective 4: To promote the understanding of cultural diversity**

Why we have chosen this objective:

*This is a pertinent issue in the wider society.*

To achieve this objective we plan to:

*Use assemblies and the curriculum to celebrate difference. We aim to plan a rich range of experiences within our curriculum both in and beyond school.*

Progress we are making towards this objective: (to be completed July 2023)

**Objective 5: To continue to develop staff's understanding of equality and its implication on a day to day basis and in this way reduce or remove any inequalities particularly relating to protected characteristics.**

Why we have chosen this objective:

*Staff training to raise awareness about equality is due.*

To achieve this objective we plan to:

*Include training about equality and protected characteristics in our training schedule.  
Ensure staff are tackling prejudice and discriminatory behaviour.*

Progress we are making towards this objective: (to be completed July 2023)

## **9. Monitoring arrangements**

The Chair of the governing body and headteacher will update the equality information we publish, at least every year.

This document will be reviewed by governing body and headteacher at least every 4 years to ensure that the objectives are relevant.

This document will be approved by the full governing body.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Special needs and disabilities policy
- Equality Policy