

Lanchester EP Primary

A Caring Community Where All Can Flourish



Equality Information and Objectives Policy

Agreed by:

Head Teacher and Governors: March 2022

Date for review: March 2026

This policy aims to meet the obligations set out 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

This document meets the requirement 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 requires schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.
- This policy is also based on the DfE guidance: The Equality Act 2010 and Schools.

Lanchester EP Governing Body will:

- Ensure that the equality information 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 Head Teacher (Jane Davis)

The Head Teacher of Lanchester EP will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identifying any staff training needs, and deliver training as necessary

Lanchester EP is aware of its obligations under The Equality Act 2010 and complies with non-discrimination provisions. We aim 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, social, health and economic (PSHE) education, and 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
- Working with our local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

The school ensures it has due regard to equality considerations whenever significant decisions are made.

We always consider 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
- Can cater for all dietary requirements where catering is being arranged by the school

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Lanchester EP Objectives:

1. To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils.

To achieve this objective, data is analysed by the Head Teacher and other members of the SLT. Any areas causing concern are then addressed and steps put into place with any groups or individuals requiring intervention.

2. To raise levels of attainment in core subjects for vulnerable learners, in particular those who are eligible for FSM (free school meals). It is our objective for those learners to achieve at least the national average levels in Reading, Writing and Maths.

To achieve this objective, we will continue to monitor and analyse the internal data that is produced where comparisons are made against vulnerable learners. If there are any areas of concerns, plans are put into place to target any group or individual who require intervention.

3. To increase participation of particular, vulnerable groups, in school extra-curricular activities.

To achieve this objective, we will monitor the extra-curricular activities offered and ensure that a fair and balanced way of applying and subsequently being offered a place in the clubs are monitored. The clubs on offered should offer a wide range of activities that should attract all pupils, not just one demographic.

To assist with the monitoring of the objectives laid out in this policy, the Head Teacher will update the equality information we publish at least every year.

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

This document will be approved by the Governing Body.

This policy also has links to:

Accessibility Plan

Risk Assessment

SEND Policy

Safeguarding and Child Protection Policy