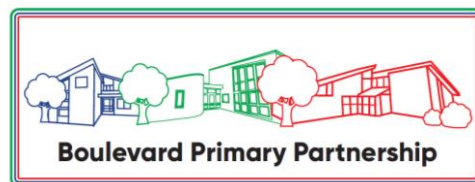


Equality information and objectives



Approved by BPP Governors:	November 2022
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Last reviewed on:	November 2022
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Next review due by:	November 2023
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1. Aims

Our schools aim 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 board will:

- Ensure that the equality information and objectives as set out in this policy 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 to the Headteacher

The headteacher and senior leaders will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Report to Governors on a termly basis any incidents of discrimination

All staff will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- Report any incidents where discrimination has been witnessed to the Headteacher, or DSL
- Use Restorative Principles immediately after an incident where discrimination has been used, so the impact of actions is understood

All school staff are expected to have regard to this document and to work to achieve the objectives as set out after section 10.

4. Eliminating discrimination

The schools are aware of their obligations under the Equality Act 2010 and comply with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors will be regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it will be 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.

We believe that equality at our school should permeate all aspects of school life and it is the responsibility of every member of staff. Every member of the school community should feel safe, secure, valued and of equal worth. At the schools, equality is a key principle for treating everyone equally and fairly.

The characteristics that are protected by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership (in employment only)
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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:

- › Ensuring that our curriculum reflects our commitment to Equality, preparing children for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in school
- › Ensuring that teaching and learning methods are adapted to meet the needs of all pupils and takes into account the strengths and development needs of all pupils
- › 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)
- › Ensuring there is a consistently high expectation of all pupils regardless of their age, gender,
- › 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 societies)
- › Ensuring that school resources and environment reflect the diversity at the schools
- › Ensuring that all parents and carers feel that their voice is heard at school and that they know that they and their children will be treated equally and without any discrimination

In fulfilling this aspect of the duty, the school will:

- Analyse data termly to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Analyse data about any issues associated with particular protected characteristics, identifying any issues which could affect our pupils and implement actions in response

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:

- Using Restorative Principles to ensure children understand the impact of their actions and to support children adapt their behaviour in the future
- Promoting the 4 R Values: Respect, Resilience, Responsibility and Reflection, so they are embedded throughout the schools and form an important part of the children's behavioural, social and emotional development
- Ensuring pupils' views are actively encouraged through the use of pupil surveys, the School Council, learning walks and pupil interviews
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE 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
- Working with our local community. This includes inviting leaders of local faith groups to be involved with the school 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 councils have 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
- Developing 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 schools 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. Staff Recruitment and Professional Development

The schools have measures in place to ensure that there is no discrimination in application processes, or with staff development:

- All posts are advertised formally and open to the widest pool of applicants possible
- At least one member of the short-listing and interviewing will be trained with Safer Recruitment and will have read the Equality Policy
- Access to opportunities for professional development is monitored on equality grounds
- All staff are made aware of the Equalities Policy and the Equality objectives

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

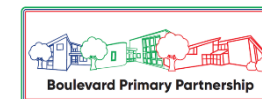
This document will be reviewed by at least every 4 years.

This document will be approved by FGB.

10. Links with other policies

This document links to the following policies:

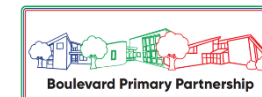
- Accessibility plan
- Risk assessments
- Behaviour Policies



Equality Plan 2021 to 2022 – Southwood, Downs Barn and Germander Park School September 2022 Review

Equality Objective	What needs to be done?	Who will ensure this is carried out?	How will this be measured?	When will this be reviewed?	Review	Objective to continue?
1. To understand if any group isn't represented fairly in after school clubs.	Names of children will be collected for each after school club and this data will be analysed for protected characteristic groups	PE Lead, Sports Coordinator and Headteacher	Termly data will be collected and analysed for protected characteristic groups.	January 2022.	All children have had access to groups. At Germander Park, an additional adult enabled complex needs children to attend after school clubs.	Yes
2. To ensure the sites are accessible for all visitors.	Toilets will be upgraded to allow disabled access in Southwood and Downs Barn. Disabled routes will be made clear to admin staff and SLT in case of need.	Site Manager, SBM and Headteacher Admin and SLT	Disabled toilets will be completed. Disabled route diagrams will be available in the offices.	March 2022 March 2022	Downs Barn's disabled toilet was completed in the Summer term 2022. Southwood's still need completing. To be completed	Yes
3. To understand if any group is being discriminated against across the schools.	Termly reports to Full Governing Board meetings will include records on incidents of discrimination.	Headteacher and LAB teams	Records of incidents.	January 2022	All behavioural incidents were recorded across the school year for equality and diversity characteristics and shared with Governors termly. Incidents were isolated, no patterns were seen.	Yes

4. To ensure provision for EAL pupils and families meets their needs.	Newly arrived pupils will have support tailored to their needs.	EAL lead teacher and EAL Consultant from MKLA.	Records of support for NA pupils outlining support/Provision Maps.	March 2022	Newly arrived pupils were supported in all three schools throughout the year (one from Timor-Leste).	Yes
	Interventions will be used to support EAL pupils where necessary (e.g. Communication and Language interventions for EY children).	Teachers, LSAs and SENDCO	Provision maps.	March 2022	Interventions have supported EAL pupils from Reception to Year 6.	
	The Children's Centre will be approached regarding ESOL courses for parents.	Children's Centre and LAB teams.	Children's Centre records and CPD logs.	March 2022	To be completed.	
4. To ensure the school teaching and learning, resources and environment reflect the school's diversity.	Ensure books and resources in the library and classrooms reflect diversity.	Teachers, LSAs and English Lead.	Learning environment walk with this focus.	January 2022	Sharing books have been purchased for all three schools reflecting a range of diverse people.	Yes
	Ensure events such as Black History Month, Black Lives Matter and religious events for all faiths are given time and consideration.	Teachers and Year Leads.	Termly SLT discussion.	March 2022	Events were scheduled to support diversity (e.g. the very successful World Day of Culture and Diversity).	
	Use role models in assemblies and lessons that reflect diversity.	Headteacher and teachers.	Assembly schedule and LTOs.	March 2022	Heroes of the month used	
5. To raise attainment in writing for boys.	Ensure topics and themes are relevant and interesting to boys.	Teachers, English Lead and SLT.	DTGs, pupil interviews and LTOS.	March 2022	All actions were put in place, however boys' writing continues to be an issue.	Yes
	Ensure boys have a voice regarding the outcomes and purpose of writing, so that they have ownership.	Teachers and LSAs.	Book scrutinies and pupil interviews.	March 2022	In 2022, the schools have purchased Inspire Education to enable a greater range of resources and ideas for writing to be used.	
	Ensure interventions, including catch-up sessions include boys where needed.	Teachers, LSAs and SENDCO.	Provision Maps	March 2022		



Equality Plan 2022 to 2023 – Southwood, Downs Barn and Germander Park School

Equality Objective	What needs to be done?	Who will ensure this is carried out?	How will this be measured?	September 2023 Review	Objective to continue?
1. To understand if any group isn't represented fairly in after school clubs.	After School Clubs registers will be monitored to ensure that all groups are fairly represented.	PE Lead, Sports Coordinator and Headteacher	Termly data will be collected and analysed for protected characteristic groups.		
2. To ensure the sites are accessible for all visitors.	Toilets will be upgraded to allow disabled access in Southwood School. Disabled routes will be made clear to admin staff and SLT in case of need.	Site Manager, SBM and Headteacher Admin and SLT	Disabled toilets will be completed. Disabled route diagrams will be available in the offices.		
3. To understand if any group is being discriminated against across the schools.	Termly reports to Full Governing Board meetings will include records on incidents of discrimination.	Headteacher and LAB teams	Records of incidents.		
4. To ensure provision for EAL pupils and families meets their needs.	Newly arrived pupils will have support tailored to their needs. Interventions will be used to support EAL pupils where necessary (e.g. Communication and Language interventions for EY children). The Children's Centre will be approached regarding ESOL courses for parents.	EAL lead teacher and EAL Consultant from MKLA Teachers, LSAs and SENDCO Children's Centre and LAB teams.	Records of support for NA pupils outlining support/Provision Maps. Provision maps. Children's Centre records and CPD logs.		

4. To ensure the school teaching and learning, resources and environment reflect the school's diversity.	<p>Ensure books and resources in the library and classrooms reflect diversity.</p> <p>Ensure events such as Black History Month, Black Lives Matter and religious events for all faiths are given time and consideration.</p> <p>Use role models in assemblies and lessons that reflect diversity.</p>	<p>Teachers, LSAs and English Lead.</p> <p>Teachers and Year Leads.</p> <p>Headteacher and teachers.</p>	<p>Learning environment walk with this focus.</p> <p>Termly SLT discussion.</p> <p>Assembly schedule and LTOs.</p>		
5. To raise attainment in writing for boys.	<p>Ensure topics and themes are relevant and interesting to boys.</p> <p>Ensure boys have a voice regarding the outcomes and purpose of writing, so that they have ownership.</p> <p>Ensure interventions, including catch-up sessions include boys where needed.</p>	<p>Teachers, English Lead and SLT.</p> <p>Teachers and LSAs.</p> <p>Teachers, LSAs and SENDCO.</p>	<p>DTGs, pupil interviews and LTOS.</p> <p>Book scrutinies and pupil interviews.</p> <p>Provision Maps</p>		
6. To ensure inclusion is at the heart of our broad and balanced curriculum	<p>All children (where needs can be met safely) access clubs and educational visits.</p> <p>All children have access to an appropriate curriculum (this may be tailored), that covers the full breadth of National Curriculum Subjects (or EYF).</p> <p>All adults have an inclusive mindset.</p>	<p>Teachers, LSAs and SENDCOs</p> <p>Teachers, LSAs and SENDCOs</p> <p>All staff</p>	<p>Club and Visit arrangements</p> <p>Provision Maps</p> <p>SDS and LSA meetings</p>		