



Equality Information and Objectives

West Witney Primary School and Nursery



Date: Spring Term 2024

Date for Review: Spring Term 2028

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 school our values Respectful, Kind, Curious and Resilience. Our school mission statement is:

Nurturing limitless aspirations for all



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

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

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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.

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 full range of school societies)

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 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. 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:

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

8. Equality objectives

Objective 1

To raise equality awareness with pupils and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics.

Why we have chosen this objective: To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.

To achieve this objective we plan to: Re-launch of four school values in 2023/24 and embed these. The school values are Respectful, Kind, Curious and Resilient. Have weekly assemblies linked to school values or that celebrate/highlight elements of the protective characteristics. Continue on the journey to be a Nurturing School. Actively participate in national celebration months/weeks e.g. Black History Week, LGBT+ History Month, National Woman's Day, etc. Ensure the school curriculum acts as a window and mirror to different characteristics.

Objective 2

To ensure that the school promotes role models and champions that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability etc.

Why we have chosen this objective: To ensure that pupils have examples of people from diverse backgrounds and abilities to inspire, motivate and help shape their character and personality as they grow. To help pupils to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.

To achieve this objective we plan to: Display examples of successful people prominently on notice boards throughout the School. Ensure that teachers are using a wide variety of examples of role models in their



lessons, engaging in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of any protective characteristic. Assemblies promoting the school values and equal opportunities ethos of the school and displaying examples of these as constant reminders throughout the school. Equality and Diversity lead to complete an audit of the school curriculum and implement actions that promote equity and diversity across the curriculum.

Objective 3

To increase the percentage of boys in Key Stage (KS) 2 achieving at least the expected standard in Reading so that the percentage at ARE is in line or above national average.

Why we have chosen this objective: 59% of boys reading achieved the expected standard in KS2 reading tests. Nationally, this was 70%. By 2027, the percentage of boys reaching the expected standard will be in line or above national so that more boys are able to successfully access the KS3 curriculum.

To achieve this objective we plan to: Ensure high quality teaching of phonics and reading in all year groups. Implement an assessment system that identifies children working below age related expectation and gaps in understanding. Plan and implement high quality reading interventions so children keep up.

A separate Equality Action Plan will be used to assess the progress towards achieving the objectives.

9. Monitoring arrangements

The Headteacher will update the equality information action plan every year.

This document will be reviewed by the Standards Committee every 4 years.

This document will be approved by the Standards Committee.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- Relational and Behaviour Policy