



GRANBY
PRIMARY SCHOOL

Equality Information and Objectives

Approved by	Full Governing Body
Date	Summer 2023
Next review due	Summer 2025

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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 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 equality link governor is Glenys Mulvany. She will:

- › Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- › Ensure she's 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

The designated member of staff for equality will:

- › Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- › Meet with the equality link governor every term to raise and discuss any issues.
- › 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, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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)

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
- 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 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 phonics, early reading and writing in order to improve pupil outcomes amongst the lowest 20%.

Timescale: Academic year 2023-24

Objective 2

To ensure all staff and governors complete equality, diversity and inclusion training.

Timescale: Autumn 2023

Objective 3

To introduce the 'Everyone's Welcome' framework and resources.

Timescale: Spring 2024

Objective 4

To recognise and celebrate diversity within the school and local community.

Timescale: Academic year 2023-24

Objective 5

To monitor and take action, to ensure equality of representation in playground/extra-curricular activities.

Timescale: Academic year 2023-24

Objective 6

To improve attendance and reduce persistent absence of the whole school and disadvantaged/SEND children.

Timescale: Academic year 2023-24

9. Monitoring arrangements

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

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

This document will be approved by the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan (Appendix 1)
- Safeguarding and Child Protection Policy
- Special Education Needs Policy
- Anti-Bullying Policy
- Dyslexia Friendly Policy

Appendix 1

Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which pupils with disabilities can participate in the curriculum
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to pupils with disabilities

Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The school supports any available partnerships to develop and implement the plan.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.

Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments, such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a pupil with disabilities faces in comparison with a pupil without disabilities. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

Accessibility Action Plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	COMPLETION DATE	SUCCESS CRITERIA
Increase access to the curriculum for pupils with a disability	<ul style="list-style-type: none"> • Our school offers a differentiated curriculum for all pupils • We use resources tailored to the needs of pupils who require support to access the curriculum • Curriculum resources include examples of people with disabilities • Curriculum progress is tracked for all pupils, including those with a disability • Targets are set effectively and are appropriate for pupils with additional needs • The curriculum is reviewed to make sure it meets the needs of all pupils • Granby has the Dyslexia Friendly school status which offers all pupils access to inclusive resources 	<p>Review curriculum overview to ensure it is inclusive to all pupils.</p> <p>Ensure resources are amended where appropriate in order to meet pupil need.</p> <p>Ensure regular scrutiny of data is conducted, including pupils with SEND.</p> <p>Review pupil targets termly, including pupils with SEND.</p>	<p>Curriculum review.</p> <p>Curriculum deep dives.</p> <p>SEND deep dive.</p> <p>Regular audit of resources being used across school.</p> <p>Liaison with external agencies to ensure resources and equipment are suitable to meet pupil need where appropriate.</p> <p>Termly pupil progress meeting between teachers and deputy headteacher to review data and provision.</p>	<p>Jane Swift</p> <p>SMT</p> <p>SMT</p> <p>Karen Carr</p> <p>Karen Carr</p> <p>Jane Swift</p>	<p>Summer 2024</p> <p>Summer 2024</p> <p>Summer 2024</p> <p>Summer 2024</p> <p>Summer 2024</p> <p>Summer 2024</p>	<p>Resources well matched to pupil need.</p> <p>Representation of people with disabilities within curriculum resources.</p> <p>Provision and interventions are reviewed regular to meet pupil need.</p> <p>Curriculum is fully inclusive.</p> <p>Dyslexia Friendly practice is used throughout school.</p>

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	COMPLETION DATE	SUCCESS CRITERIA
Improve and maintain access to the physical environment	<p>The environment is adapted to the needs of pupils as required. This includes:</p> <ul style="list-style-type: none"> • Ramps • Elevator • Disabled toilet 	<p>Ensure Local Authority Health & Safety audit is completed.</p> <p>Ensure Governor termly Health and Safety checks across school conducted.</p> <p>Ensure Occupational Health are consulted with regards to specific cases.</p>	<p>Governor and Local Authority Health & Safety audits are completed.</p> <p>Liaison with Occupational Health as required.</p>	<p>Sue Foreman</p> <p>Rob Penny</p>	Summer 2024	School site is fully accessible to all pupils, staff and visitors, including those with SEND or disabilities.
Improve the delivery of information to pupils with a disability	<p>School uses a range of communication methods to make sure information is accessible. This includes:</p> <ul style="list-style-type: none"> • Internal signage • Large print resources • Pictorial or symbolic representations 	Ensure school communication methods are accessible to all including those with disabilities.	<p>School Business Manager regularly reviews communication methods across school community.</p> <p>School Business Manager and Premises Officer review internal signage.</p>	<p>Sue Foreman</p> <p>Rob Penny</p>	Summer 2024	School communication methods are accessible to all pupils, staff and visitors, including those with SEND or disabilities.