

Goonhavern Primary School



Nurture the seed and together we will grow

Goonhavern Primary School

Equality information and objectives

Approved by: Governing Body

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Next review due by: October 2021

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1. Aims

Our school 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 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, 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 headteacher

The 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

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

This policy is shared with all staff and governors.

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 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 (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities

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 current and relevant issues.
- Working with our local community.

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: *Increase the representation of female leaders within the school over a 4-year period (from September 2020 to September 2024) so that the leaders making decisions about the school's futures are more evenly represented.*

Why we have chosen this objective: The Headteacher, Assistant Headteacher and Chair of Governors, vice chair of governors and chair of the finance committee are all male. Females are underrepresented on the school's leadership team and within senior positions on the governing body.

To achieve this objective we plan to: Promote middle leadership opportunities to aspiring female leaders. Create a succession plan that promotes female leadership within the governing body.

Progress we are making towards this objective: Two female members of staff who are aspiring leaders are booked onto middle leadership training (October 2020).

Objective 2: *Increase the representation of staff from black and minority ethnic communities over a 4-year period (from September 2020 to September 2024), so that this group more accurately represents a national picture.*

Why we have chosen this objective: Our current workforce is almost white.

To achieve this objective we plan to: offer guaranteed interviews to candidates from black and minority ethnic communities.

Progress we are making towards this objective: To be updated October 2021.

Objective 3

Include the 'Two Ticks' positive about people with disabilities symbol on all job adverts, application forms and information by November 2020, to help address the under-representation of people with disabilities in the school workforce.

Why we have chosen this objective: Our current workforce is under-representative of people with disabilities.

To achieve this objective we plan to: Include the 'Two Ticks' positive about people with disabilities on all job adverts.

Progress we are making towards this objective: To be updated October 2021.

9. Monitoring arrangements

The governing body 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.