

Policy: EQUALITY	Status: FINAL	Policy Number: POL_030
Author(s): John Dexter	Date of issue: 8 February 2021	Version: V1
Approved by: The Governing Body	Effective: 8 February 2021	Review Date: 8 February 2022

Goodnestone is a place of learning where all are nurtured and supported. Goodnestone has high expectations of all, so they fulfil their God given aspirations within and outside our small school community. Following the example of Jesus, we include all by showing friendship to each other, valuing their unique contribution.

Nonington is a place of learning where all are cared for and supported. Nonington has high expectations of all, so they fulfil their God given aspirations within and outside our small school community. Following the example of Jesus, we trust each other, valuing everyone's unique contribution.

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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
- 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 Executive Headteacher

The Executive 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

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#### 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.

#### 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
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

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

- Analyse data each academic year showing how pupils with different characteristics are performing
- Monitor evidence to identify improvements for specific groups

#### 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 relating to our Christian Vision pupils learn about different people around the world and advocate for change in different peoples lives.
- Holding Collective Worships dealing with relevant issues. Pupils will be encouraged to take a lead in such Collective Worships. Pupils are invited to attend our pupil panels to advocate for change.
- Working with our local community. This includes inviting leaders of local faith groups to speak at Collective Worships, and organising school trips and activities based around the 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 so that all of our pupils are able to access everything.

#### 8. Equality objectives

##### Enable access to quality first teaching for all pupils

- School Improvement Planning focused on the development of learning
- Increasing staff knowledge of inclusive practice
- Staff thinking through the eyes of the child when planning

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#### **Reduce disadvantage due to different access to digital devices at home**

- Review allocation of Pupil Premium funding
- Supporting families to access digital devices and broadband

#### **Increase pupil participation in the schools extended day**

- Sports strategy
- Access to Breakfast Club

#### **Support parents to be active partners in their child's education**

- Building of relationships between school and home
- Information sharing

#### **Ensure the unique the contribution of all members of the school community is valued**

- Identifying and celebrating all members contribution

#### **Support all members of the school community to grow in hope and resilience**

- Christian Vision
- School Improvement Planning
- Wellbeing and mental health training and support

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The Federation of Goodnestone and Nonington CE Schools recognise that all pupils are equal regardless of cultural or ethnic background, religion, social circumstances, gender, sexual orientation, ability and disability. The curriculum and whole ethos of the school demonstrates that diversity is understood, is welcomed and appreciated within the school. Equal opportunities means that all children have the right to a broad and balanced curriculum with which all pupils can engage and achieve.