Victory Primary school

Victory for all !

Equality information and objectives

December 23

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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 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

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 annually.

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 for e.g. pupils with disabilities
- 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:

- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information

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.
- 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
- 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.

8. Equality objectives

Objective 4

Objective – To train all governors on equal opportunities and non-discrimination by September 2024.

Rational for choosing the objective - The above objective has been chosen as it is important that all new governors are suitably trained to ensure that they are equipped to uphold equal opportunities in all aspects of their role and responsibilities, especially in regards to the selection and recruitment of staff.

Monitoring - To achieve this objective, the clerk to the governors will monitor the governor's progress towards achieving this objective by identifying suitable training, monitoring governor's training attendance and collate governor's evaluations of their training.

Desired outcome - Training evaluation data will show that 100% of governors have a good understanding of the legal requirements in regards to equal opportunities and non-discrimination, in general terms and especially when selecting and recruiting staff.

Progress we are making towards this objective – The clerk to the governors has been provided with details of suitable training, so that this can be shared with the governors.

See appendix 1 for our Equality Plan

9. Monitoring arrangements

The governing body will update the equality information we publish, described in sections 4 to 7 above, at least every year.

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

This document will be approved by governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Equality and Inclusion Policy

Reviewed December 2023

Next review December 2027

Victory Primary School Equality Action Plan

Objective	Lead person / people	Actions	Timeline	Outcome
To train all governors on equal opportunities and non-discrimination by September 2024	Clerk to the governors Governors	Clerk to identify suitable training Disseminate training to governors The clerk to the governors will monitor the governor's attendance Clerk to collate governor's evaluations of their training. Ensure all governors complete annual Equality training	Jan 2024 Feb 2024 June 2024 September 2024 Annual	Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements in regards to equal opportunities and non-discrimination, in general terms and especially when selecting and recruiting staff.