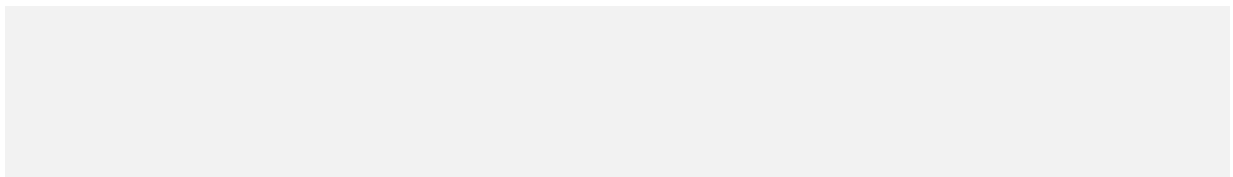


# Equality information and objectives

September 2023



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## Contents

Aims .....	3
Legislation and guidance .....	3
4 STRATEGIES .....	3
5 OUTCOMES .....	4
6 EQUALITY OBJECTIVE .....	4
<u>Equality objectives .....</u>	<u>4</u>

### 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

### 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. This document also complies with our funding agreement and articles of association.

### 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

## 4 STRATEGIES

- 4.1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- 4.2. Parents and governors will be involved and consulted about the provision being offered by the school.
- 4.3. Teachers will ensure that the teaching and learning takes account of this policy.
- 4.4. The diversity within our school and the wider community will be viewed positively by all.

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## IPS Equality information and objectives

- 4.5. Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- 4.6. Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- 4.7. Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- 4.8. The positive achievements of all pupils will be celebrated and recognised.

## 5 OUTCOMES

- 5.1. This policy will play an important part in the educational development of individual pupils.
- 5.2. It will ensure that all pupils are treated equally and as favourably as others.
- 5.3. The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- 5.4. We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

## 6 EQUALITY OBJECTIVE

- 6.1. The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.
- 6.2. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.
- 6.3. We will regularly review the progress we are making to meet our equality objectives.

### Equality objectives

- Identify opportunities in the curriculum to look at other cultures/countries, study famous people from ethnic minorities and with a variety of abilities and to celebrate diversity.
- Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use events like World Cup, Olympics, WW1 centenary as an opportunity to explore other cultures.
- To develop robust systems and procedures for delivering effective inclusion provision
- Narrow the achievement gender gap