



HYPHE BAY
Church of England
Primary School and
Children's Centre

Equality Information and Objectives

Signed	Designation	Date
	Headteacher	
	Chair of Governors	

Approved by:	Resources Committee	Date: 24.01.2022
Last reviewed on:	January 2022	
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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 equality link governor is Joyce Rhodes. They 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 they're 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff, Jo Little, for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training through Kent and Medway safeguarding online training

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 which 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)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 also work with parents to promote knowledge and understanding of different cultures
- 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. Monitoring arrangements

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

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

This document will be approved by Governing Body.

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

**10. Equality Objectives
2021 – 2025**

Objective 1 <i>Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July 2021, and report on this to the staffing and pay sub-committee of the governing board.</i>		
Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
Diverse recruitment is not easy in the part of the country, but we need to be more aware of our recruitment profile for future	Use workforce census data to collect data	September 2021
Objective 2: <i>Ensure all staff have annual Equality Training and that it is included in staff induction by September 2021</i>		
Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
Equality training has not been included as part of our annual training programme and has not been specifically included in our induction processes	All staff to complete KMSC online training in September Equality Training to be included in whole staff induction	September 2021
Objective 3: <i>Narrowing gaps in attainment between groups of pupils, for example, SEND, girls and boys over the next four years by 2025</i>		
Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
This is an ongoing objective, the gap has been narrowing over the last few years	Pupil Progress meeting will continue to focus on gap analysis, quality first teaching and interventions	September 2021

but we still have some work to do in this area	Pupil progress data to be shared with governors	
Objective 4: <i>Improving the attendance of pupils from particular groups over the next four years by 2025</i>		
Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
Attendance is a school priority at Hythe Bay particularly for groups of vulnerable children	Pupil Progress meeting will continue to focus on attendance Attendance data to be shared with governors See school improvement plan	September 2021
Objective 5: <i>Reducing prejudice-related bullying and the use of derogatory language over the next four years by 2025</i>		
Why we have chosen this objective:	To achieve this objective we plan to:	Progress we are making towards this objective:
While this is infrequent at Hythe Bay, isolated incidents need to be constantly reviewed to inform PSHE teaching within the school	Pupil Progress meeting will continue to focus on pupil behaviour Bullying / racist/ homophobic incident data to be shared with governors See school improvement plan priority on pupil well being	September 2021