

Equality information and objectives

Turnfurlong Infant School – December 2022

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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 equality link governor is Hannah Burnett They will:

- Meet with the designated member of staff for equality every academic year, 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 among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Meet with the equality link governor at least every year to raise and discuss any issues
- Identify 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. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The Headteacher is the designated member of staff for monitoring equality issues, and an equality link governor.

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 (e.g. pupils with disabilities)
- 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 (e.g. encouraging all pupils to be involved in the full range of school activities)

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

- Analyse attainment data each academic year for pupils with different characteristics to determine strengths and areas for improvement, and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. incidents of bullying)

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 fundamental British values, tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes assemblies and teaching in RE and Relationships and Health Education.
- Working with our local community. This includes organising educational visits and activities based around the local community e.g. National Paralympic Heritage Trust

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 an educational visit 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

To develop children's understanding of cultural similarities and difference and promote a positive sense of self-identity for all our pupils

Why we have chosen this objective:

- Our school has a higher than national percentage of children from a BAME group
- Our school has a higher than national percentage of children who speak English as an additional language

To achieve this objective we plan to:

- Discuss and celebrate key festivals across the academic year

- Organise events to emphasize the significance of different religious and cultural events for groups of children in our school e.g. Diwali dance workshop, Christmas Party, Eid Party, African drumming workshop, visits to places of worship relevant to RE curriculum
- Talk to children and parents about their perceptions of the school
- Create a 'story bank' of stories recorded in other languages spoken in the school (link to storytelling schools)

Progress we are making towards this objective:

- Events have taken place in Autumn term and have been planned for the rest of the school year

Objective 2

To develop and embed a range of teaching strategies to support the development of speech, language and comprehension to diminish the difference in progress and attainment for children entitled to Pupil Premium

Why we have chosen this objective:

- Whilst our outcomes for disadvantaged pupils in 2021/22 had areas of strength, we recognise that reading comprehension and vocabulary enrichment is an area needing continued support

To achieve this objective we plan to:

- Provide children entitled to Pupil Premium with a set of texts used in their year group for story telling schools with guidance for parents
- Provide guidance for all parents on key vocabulary on school website and hard copies for parents of children entitled to Pupil Premium
- Start the 'Voice 21' programme in January 2023

Progress we are making towards this objective:

- Resources purchased
- Member of staff identified to lead Voice 21 initiative

Objective 3

Increase the % of boys and children from vulnerable groups achieving the Early Learning Goal (ELG) in writing at the end of Reception so that the gap between girls and boys is narrowed

Why we have chosen this objective:

- There is a gap between girls and boys attainment in writing at the end of EYFS and at the end of Key Stage 1

To achieve this objective we plan to:

- Focus on aligning writing activities to children's stage of phonological development
- Provide meaningful, motivating opportunities for writing in EYFS that appeal to the interests of boys and children from vulnerable groups (indoors and outside)
- Staff to model writing in shared writing sessions, scribed activities, story mapping and phonics sessions
- Identify children who need targeted support with fine motor development and control

Progress we are making towards this objective:

- Read Write Inc embedded in school practice

9. Monitoring arrangements

The governing body will update the equality information we publish, [described in section 8], 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.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy