



Equality Policy and Objectives

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Signed: _____

Mandy Watson - Chair of Governor

Lanesend Primary School

Equality Policy and Objectives

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1 - Policy Aims:

Lanesend Primary 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

Our school aims to promote respect for difference and diversity in accordance with our values of Pride, Belonging and Respect so that all children fulfil their potential through 'Loving, learning and thriving'.

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](#) and also complies with our funding agreement and articles of association.

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
- Identify any staff training needs and deliver training as necessary.

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 every year during Inset.

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 (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 enrichment activities)

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 data referenced above 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 homophobic or transphobic 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 through our reading spine.

- Holding assemblies dealing with relevant issues. Pupils will also be encouraged to take a lead in class assemblies.
- 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 as part of our enrichment programme.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, all pupils are encouraged to participate in the school's enrichment activities.

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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8 – Equality Objectives

The first key equality objective for our school is to raise attendance for all pupil groups so that they are at least in line with national averages.

| Group | | 2023 - 2024 | 2024 - 2025 | 2025 - 2026 | 2026 - 2027 |
|--------|---------|------------------------|-------------|-------------|-------------|
| All | | 94.06 National 94.8 | | | |
| Gender | Girls | 94.8 | | | |
| | Boys | 94.5 | | | |
| FSM | FSM | 92.40 | | | |
| | Non-FSM | 95.51 | | | |
| SEN | SEN | 92.46 | | | |
| | Non-SEN | 95.16 | | | |
| EAL | EAL | 95.27 | | | |
| | Non-EAL | 93.99 | | | |

Objective 2 Key Stage 2 Outcomes: Outcomes for disadvantaged children for Reading, Writing and Maths Combined to be in line with national average.

| | 2023 - 2024 | 2024 - 2025 | 2025 - 2026 | 2026 - 2027 | National Average |
|---------------------|---------------------|-------------|-------------|-------------|------------------|
| RWM Combined | 22.6% Nat: 45.9% | | | | |

9 – Monitoring Arrangements

The local governing board will update the equality information we publish annually.
This policy will be reviewed by the Head teacher at least every 4 years.
This document will be approved by the local governing board.

10 – Links with Other Policies

This document links to the following policies:

- Accessibility Plan
- SEND Policy
- Behaviour Policy