

OUGHTRINGTON
PRIMARY SCHOOL



THE **B**   **M** TRUST

Equality information and objectives

Oughtrington Primary School

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Version	Date	Action
1	Feb 2022 updated	Review objectives 2026 Review policy 2023
2	Feb 2023 updated	Review objectives 2026 Review policy 2024
3	Feb 2024 updated	Review objectives 2026 Review policy 2025

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
- Foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

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](#).

This document 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 Head Teacher

The Head Teacher 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

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.

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)
- 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:

- Collect 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

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, pupils will be introduced to literature from a range of cultures and books used will help to promote diversity
- 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 activities such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

Objectives:

- To ensure that respect and kindness is a half termly focus in our values and are key drivers within the school curriculum

- To take timely and appropriate action in response to any incidents of discrimination or other issues of concern related to our equality objectives, e.g. through SLT monitoring of incidents / concerns logs and CPOMs
- Further increase the opportunities in the curriculum to learn about equality and diversity
- To further raise the awareness of diversity of our school community with children
- Implement the RSE curriculum

How have the objectives been chosen?

These objectives have been chosen as a result of internal analysis of data, national data and the appropriate legislation.

In order to achieve the objectives we will:

- Monitor carefully the performance of groups
- Monitor and evaluate the quality of provision for groups of pupils
- Take timely and appropriate action in response to any incidents of discrimination or other issues of concern related to our equality objectives, e.g. through SLT monitoring of incidents / concerns logs and CPOMs
- Report performance of groups at least termly to the Governing Body

How are we performing in relation to the three aims of the equality duty?

- **Eliminate unlawful, discrimination, harassment and victimisation.** We consider we do well against this aim. Our ethos, values and aims support this work, as does our approach to pastoral support and the high quality of our safeguarding and child protection practices
- **Advance equality of opportunity.** We encourage participation in sport for those with disability, facilitate the engagement of all pupil in residential, trips and other sports and activities
- **Foster good relations.** We have an open door approach for all parents and members of staff including SLT, the Assistance SENDCo and our Pastoral Support Lead are regularly on the playground at drop-off time. Learning and wider activities are shared with parents via Class Dojo, Twitter and the school website and that they are accessible to all.

9. Monitoring arrangements

- The equality information we publish will be updated at least every year
- The objectives will be reviewed at least every 4 years
- This document will be approved by our governing board

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments