



EQUALITY INFORMATION AND OBJECTIVES

Written: September 2019

Review Due: September 2020

1. Aims

Whitehall Infant 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

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 policy also complies with the Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing body 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 and senior leadership team.

The headteacher and senior leadership team will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

All school staff will:

- Have regard to this policy, supporting its aims to eliminate discrimination and work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Whitehall Infant School welcomes 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. New staff induction includes the Equality Act and the duty of all staff to eliminate discrimination.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Whitehall Infant School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have.
- 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 all activities.
- Regularly analysing progress and attainment data for different groups of pupils to determine strengths and areas for improvement, planning and implementing appropriate actions to reduce any progress and attainment gaps.

6. Fostering good relations

Whitehall Infant School aims to foster good relations between those who share a protected characteristic and those who do not share, including by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE, 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.
- Promoting equality, discussing and celebrating difference through 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.

7. Equality considerations in decision-making

Whitehall Infant 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. Equality objectives

Objective 1:

Continue to close the gap in attainment and progress for groups of pupils, including disadvantaged, SEN(D), EAL, gender.

Objective 2:

Further ensure that the school is an environment that promotes equality through everything it does and actively tackles direct and indirect discrimination in all its forms.

Objective 3:

Continue to improve attendance and punctuality, reducing differences for different groups of pupils, including disadvantaged, SEN(D), gender.