**Equality Duty Information & Objectives**

Date of publication: July 2021

*On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales.*

*This duty replaces the existing race, disability and gender equality duties.*

*Please note, that once the school is opened and the needs of the community are established, the Leadership Team, Staff & Trust will work together to secure the Equality Objectives and implement the strategic actions.*

**The 3 aims of the General Equality Duty are:**

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act** - by removing or minimising disadvantages suffered by people due to their protected characteristics.

2. **Advance equality of opportunity between people who share a protected characteristic and those who do not** - by taking steps to meet the needs of people from protected groups where these are different from the needs of other people

3. **Foster good relations between people who share a protected characteristic and those who do not** - by encouraging people from protected groups to participate in public life, or in other activities where their participation is disproportionately low.

The nine protected characteristics/groups are:

* Age
* Disability
* Sex
* Gender reassignment
* Race
* Pregnancy and maternity
* Religion or belief
* Sexual orientation
* Marriage or Civil Partnership

**Guiding Principles**

In fulfilling our legal duties listed above, we will be guided by three essential principles:

* Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
* Every pupil should be helped to develop a sense of the personal and cultural identity that is confident and open to change, and that is receptive and respectful toward other identities.
* Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain’s multi-ethnic society and in the wider context of an interdependent world.

**Summary of Context**

Holne Chase Primary School is situated in Bletchley, Milton Keynes, South Buckinghamshire. The school officially opened in September 1952, and in December 2021 joined the Preston Hedge’s Academy Trust and benefits from collaboration and support from colleagues. Currently the school is reducing its numbers to become a single form entry school from a one and a half form entry school. This is due to the birth rates reducing in the area. Currently the school has 234 children on roll and by 2024 the schools roll will be 210.

Our establishment of our behaviour policy and strong value curriculum from the outset, has meant that behaviour and approaches to learning across the school are positive. All stakeholders are clear of the standards and expectations of behaviour.

The ethos of the school is ‘Fun, Creativity & Achievement,’ and as a staff, we strive to ensure that every pupil is provided with opportunities in all areas of the curriculum and that this is actively promoted through leaders, staff, and the Preston Hedges Academy Trust. In addition, and as a school, we have ensured that there are strong systems in place to deal with any issues raised from any stakeholder in relation to bullying, racial, homophobic, sexual harassment or any other prejudice incidents. All incidents are recorded and held by the Senior Leadership Team Staff detailing any actions taken in relation to the incident. Staff are trained on reporting procedures and any issues with specific pupils are mentioned in meetings for teaching and support staff. Finally, incidents are reported to the Trust via the Principal’s termly report so that all incidents can be discussed at the Trust committee meetings.

Our staff have worked closely with families to meet their needs and ensure that provision for SEN children is strong across the school. We have several children with EHC Care plans and staff work very closely with agencies, including the Mental Health Support Team, to support children with additional learning and emotional needs, so that the school is actively meeting their needs and diminishing any gap between groups of pupils, staff and other stakeholders.

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| **Protected Characteristics** | **Equality**  **Aims of the general duty** | | |
|  | **What evidence do we hold that we eliminate unlawful discrimination, harassment & victimisation?** | **How do we advance equality of opportunity between people who share a protected characteristic and those who do not?** | **How do we foster good relations between people who share a protected characteristic and those who do not?** |
| Age | Staff of a wide range in school  Governing body members range in age  Safe recruitment policy | Open recruitment procedure  Recruitment training for leaders | Community links to the school  Positive role models |
| Disability | SEN provision mapping  External agency engagement to ensure correct practice  Gathering information for EHC when necessary to provide all groups with the required support.  Site accessible & disabled parking spaces in car park  Adapted toilet and  Highly trained staff | Accessibility plan  Senco ensures the inclusion policy is implemented through on-going staff training and evaluation.  Ensuring all children have opportunity to take part in their learning.  Medical room in place to meet any medical needs  School is accessible to all stakeholders and adjustments will be made accordingly to ensure that all pupils can participate in curriculum opportunities and that members of the community can access the building when necessary.  Resources are adapted to ensure all can engage with curriculum learning | Regular meetings with parents to understand need and foster positive relationships. This is then extended to outside support groups & agencies.  Celebrating differences and achievements for all through the wider curriculum and PSHE  Values curriculum – inspirational role models including those with disabilities |
| Sex | Attainment data is scrutinised to ensure there are no significant gaps between genders/actions in place to address any gaps found – shared at pupil progress meetings  Safe recruitment policy;  Support equal rights and to  reduce stereotypes of  boy/girl from EY onwards  Staff of both genders employed  Sports clubs that cater for all genders | A varied curriculum to ensure that both sexes are engaged  Inclusive sports opportunities  Inclusive values curricu**lu**m  Role models champion both genders  Safeguarding training  Equal opportunity awareness from staff training sessions | Shared sports  Curricular activities aimed at all  Celebrating achievements for all  Values system  Role models of both genders  Community visitors of both genders |
| Gender reassignment | Not applicable at current  time of publication but we would gather advice from the relevant agencies  Values curriculum that promotes tolerance, respect and a celebration of difference  Regular meetings with family/ check in sessions with child would take place | Not applicable at current time of  publication but we would  research, gather views, get expert  advice and ensure equality of  opportunity | Deal with on a case by case basis;  Offer professional support or help signpost to suitable professional agencies  Provide opportunity to participate in the school community  Provide pastoral care/ nurture support to child and family |
| Race | Comparative analysis of data to ensure attainment & progress in line regardless of race  Reporting arrangements in place to eliminate and report unlawful discrimination in line with the LA policy  Values curriculum celebrating diversity  Prevent Duty in place  A range of cultures celebrated through a range of resources  Role models from a range of cultures  Equality statement in place for recruitment | Tracking to ensure progress at pupil progress meetings & data analysis meetings  EAL interventions groups & resources available  Inclusive opportunities to all activities  Visitors form a range of cultures  Pastoral support available for parents & children  Equal opportunity employer – staff role models | Visitors from a range of cultures  Assemblies  Values curriculum  Positive role models  Wider curriculum explores variety of cultures  Ensuring the engagement of all of the school community in celebrations days/school events. |
| Pregnancy & Maternity | Flexible time off for antenatal appointments, etc;  re-training on return to work;  Continuity of care & teaching of pupils before & during maternity leave;  Adjustment to hours of work to current needs with agreement such as part time  using the Flexible Working Policy.  Fulfilling all obligations for maternity/ paternity leave/medical and maternity  appointments;  Choice of return date(s);  Keeping in touch days offered;  Provision of childcare facilities for visitors (feeding, changing, etc) | Open discussions with regard to:  Maternity policy  Return to work policy  Overlap/ catch up with “KIT” days | Opportunities for new parents to bring their child/ren in to visit;  Invite staff to functions & productions;  Keeping in touch (KIT) days  Open discussion & support provided to staff |
| Religion and belief | Curriculum study involves a range of religions and promotes tolerance & support of all types of belief and non-belief  Modern British Values curriculum  Prevent Duty in place | Curriculum that promotes understanding, tolerance& support for individual belief/non-beliefs  Staff trained in Prevent Duty | Visitors from a range of religions  Assemblies cover key events in a range of religions  Values curriculum  Positive role models from a range of religions  Recognise the right to withdraw form some non-statutory events due to religion/belief |
| Sexual Orientation | Values system promotes respect for difference  Anti-bullying policy in place with reporting arrangements in place for incident logging & monitoring systems  Equal opportunity recruitment policy  Use of acceptable language, not tolerating the use of the word gay as a term of abuse | Curriculum that promotes tolerance and respects difference  Recruitment policy that welcomes all  Awareness/Support children  whose parents are in a same sex  relationship & equal opportunities given to same sex parent families to engage in school life  Positive role models  Through wider curriculum, children aware that families are different but all special | Same sex partnership families are given equal opportunities to engage with school life & events  Same support for all parents and children  regardless of orientation  Curriculum that promotes tolerance and respect for others  Staff choice of disclosure |
| Marriage or civil partnership | Values system promotes respect for difference  Anti-bullying policy in place with reporting arrangements in place for incident logging & monitoring systems | Curriculum that promotes tolerance and respects difference  Awareness/Support children  whose parents are in a same sex  relationship & equal opportunities given to same sex parent families to engage in school life  Positive role models  Through wider curriculum children aware that families are different but all special | Same sex partnership families are given equal opportunities to engage with school life & events  Same support for all parents and children  regardless of orientation  Curriculum that promotes tolerance and respect for others  Staff choice of disclosure |

**Equality Objectives & Action Plan - July 2021 - July 2025**

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| **Objective** | **Which protected groups(s) will this most affect/influence** | **How we will know we have achieved the objective** | **Lead & other key people** | **Actions** | **Annual Red/Amber/Green rating**  ***(Review in July)*** |
| To ensure that a greater of pupils with SEND access and attend after school activities | Disability | Greater proportions of pupils with SEND are accessing before and after school clubs to enrich their curriculum.  Pupils from the protected characteristic have clubs that meet their interests and support their needs. | Senco & P.E Lead | P.E Lead / Senco to understand barriers for children not attending clubs through pupil voice.  P.E Lead / Senco to establish key after school activities and promote with children / engage with parents.  Senco to monitor attendance, updating each term to identify children not attending clubs and associated reasons.  Senco to report to SLT on attendance and update LAB where relevant. | An increased number of SEN children attended opportunities beyond the curriculum.  In 23/24 increased opportunities to be provided with sports and extra-curricular activities. |
| To ensure that children have an age-appropriate understanding of the LGBTQ+ community. | Sexual Orientation | Pupil from the protected characteristics feel they have appropriate support within the school.  Pupils’ parents from the protected characteristics feel they have the support of the school with their children and themselves.  Appropriate staff are trained and know how to support the protected characteristics group.  Appropriate staff are trained to teach all children age-appropriate regarding the LGBTQ+ community. | Principal, Safeguarding Team and Teachers | Training booked for all staff regarding the LGBTQ+ in primary schools.  PSHE and RSE curriculum adapted to reflect training and shared with parents/carers.  Parents and careers informed of planned learning activities.  Support given to specific children and families within this protected category. | Reading Spine created to increase the number visibility of LGBT within the texts that we read.  Pride Month was celebrated in June 2023, in which developed an understanding of sexual orientation within the Protected Characteristics. |
| **Objective added September 2022**  To ensure that pupils have a greater understanding of equality with a specific focus on race. | All protected characteristics, but especially race. | Through the curriculum, pupil voice demonstrates a clear understanding of key words such as equality, diversity and discrimination. Pupils across the school are clearly able to articulate the importance of equality.  Leaders are able to evidence how opportunities to celebrate key festivals and annual celebration weeks, such as Black History and International Women’s Day and Pride month have impacted positively on pupil’s understanding.  Leaders report on a reduction with the number of incidents linked to discrimination, especially race.  The awareness of staff is heightened and through training they are able to articulate how they support their pupils and individuals. | Principal, SLT and all staff | Planned cycle of events to celebrate the protected characteristics and raise awareness amongst the school community.  Whole school assemblies focus on equality and the protected characteristics including any associated language.  Special visitors planned to raise aspiration amongst the school community and challenge perceptions to promote equality.  Evaluate PSHE and RSE curriculum to ensure that it promotes equality effectively enough.  Provide staff training to ensure that all staff report and provide effective support for any incidents.  Highlight the importance of the protected characteristics, through a whole school display. | Children has an increased understanding of the Protected Characteristics. This was identified through the SIP visit in June 2023.  Through assemblies and enrichment days, children have increased understanding of different cultures and races.  PSHE/RSE curriculum has been enhanced to ensure that staff are provided with key support when teaching more challenging concepts. |