



Chaucer Infant and Nursery School

Single Equity and Equality Policy (including Equality Objectives)

Date of Policy Publication: September 2022

Date of Next Review (sections 1-7): September 2023 (annual review)

Date for Equality Objectives Formal Update (section 8): September 2026, or before if appropriate (at least every 4 years)

Version Control:			
Version 1			
Date approved:		Review planned:	September 2023
Signed:			
Name:			

Policy review dates and changes

Review date	By whom	Summary of changes made	Date implemented

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1. Aims

Chaucer Infant and Nursery School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

* Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

Protected Characteristics and the Law

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Our School Values and Visions

Chaucer Infant and Nursery School is committed to ensuring equality of provision throughout the school, it is our aim to ensure that all pupils have equal access to the curriculum and equal opportunities to be successful and reach their potential.

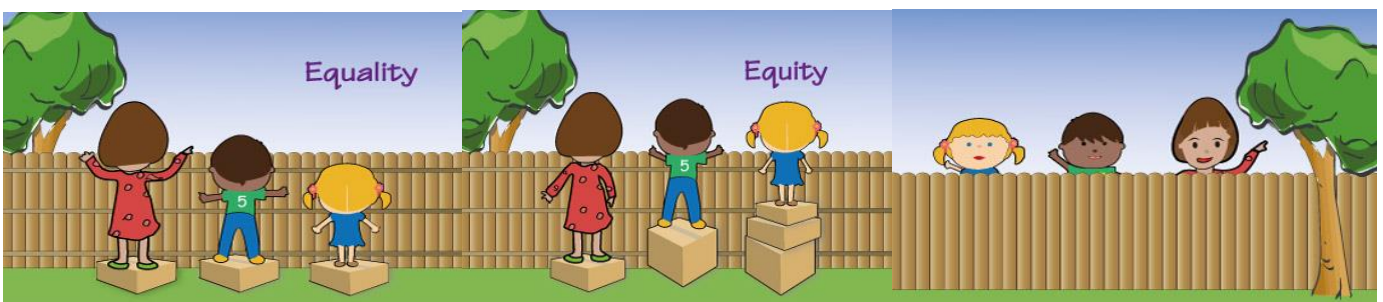
Our vision for the school is encompassed in our motto ***Belong, Enjoy, Aim high, Respect*** and at Chaucer Infant and Nursery School we aim for every child to feel valued, safe and happy in our school – we want all our children to feel that they belong.

We also believe it is very important that every child should be taught to have due regard for the feelings, wishes and rights of others - we want pupils to show respect to others.

Ilkeston is an area of high social deprivation and we acknowledge that our pupils from vulnerable groups, such as, white working class backgrounds, pupil premium and SEND pupils all must have the same opportunities as other pupils to express themselves, receive the highest quality of education and enjoy social and academic success. Chaucer Infant and Nursery School is dedicated to ensuring that all members of the school community and the wider community are treated equally, fairly, and with respect.

In fulfilling the aims described above, all the school's actions will embody its key vision and values, namely that it:

- believes all should have equal access to opportunities, regardless of ability, age, gender, disabilities, racial or ethnic group;
- celebrates the diversity of our world;
- respects the religious, spiritual, cultural, and moral values of others and considers thoughtfully the attitudes, values and beliefs of the school community;
- provides an atmosphere of harmony, respect and safety within an educational environment;
- knows that equality is not simply about protecting potentially vulnerable individuals. The school believes that any child may be disadvantaged by prejudice, and so seeks to promote good relationships between all groups and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation;
- values staff for their ability and potential to help the school make the best possible provision for all pupils, regardless of disability, ethnicity, culture or religious belief.
- is committed to building a diverse, equitable and truly inclusive place of learning for all of its stakeholders. In order to achieve true equity, and equal outcome, sometimes the 'input', might not necessarily be of 'equal' value. We feel that this can be represented clearly through the following depiction:



The Equality Act neatly brings together previous legislation concerned with Race, Gender and Disability. For our school this means:

- * All adults and children treat each other with respect.
- * Great effort is made so that all groups of pupils make maximum progress, and so that employment practice is also fair.
- * Chaucer Infant and Nursery School is committed to producing to develop 'well rounded', caring and responsible citizens as part of our school ethos and values.

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 to the Headteacher.

The Equality Link Governor is Karen Body. They will:

- Meet with the Headteacher during monitoring visit to discuss and review objectives and other relevant issues to be 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

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. New staff receive training on the Equality Act as part of their induction, and all staff are made aware of any updates or changes to the policy and Equality Objectives

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 which 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 participate in a religious festival e.g. Eid, if it falls within term time)
- 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, both during and out of school hours e.g. extra-curricular clubs)

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 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 (e.g. girls underperforming in reading)
- 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.
- 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, encouraging participation from different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of a mixture of pupils, including children with protected characteristics. All pupils are encouraged to participate in the school's 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

Equality Objectives: At Chaucer Infant and Nursery School, we are committed to ensuring equality of education and opportunity for **all**, irrespective of race, gender, disability, belief, religion. In order to meet this aim, we have set the following objectives:-

Objectives:

Objective 1: The attainment gap in phonics and reading between boys and girls at the end of KS1 will be narrowed year on year, so it is < 10% by the time pupils leave our school.

Objective 2: To increase the representation of our workforce from local black, Asian and minority ethnic communities over a 4-year period (September 2022 to November 2026), so that this group increases from 0% to at least 6%+ of the workforce.

Objective 3: To train/upskill all staff so that 100% of the staff body are fully aware of inclusive practice at Chaucer Infant and Nursery School and this is identified as an area of strength for the school.

Details of how objectives will be actioned can be found in Part 2 of Equality and Equity Policy

9. Monitoring arrangements

The Headteacher, alongside the named governor with responsibility for Equality and the designated member of staff for Equality, will update the equality information we publish, (described in sections 4-7 above), at least every year.

This document will be reviewed by the above at least every 4 years.

This document will be approved by the governing board, named governor with responsibility for Equality and the Headteacher.