

# Equality Information and Objectives



DANE ROYD SCHOOL

**Review frequency:** 4 years

**Approval by:** Standards Committee

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**Lead Personnel:** Headteacher

**Version:** 1

## ***Aims which guide our policies and practice***

*As a school, we seek to promote shared moral and ethical values to unite both local and global interests which enable children to become global citizens. Our agreed school aims are:*

- To create a happy and stimulating learning environment, in which each child will develop to their full potential, thereby achieving high educational standards.*
- To develop self-awareness, self-respect and tolerance of others by developing an understanding of the world in which they live.*
- To appreciate human achievements and aspirations; develop aesthetic sensitivity and appreciation; physical ability and co-ordination and a concern for the safety of themselves and others.*
- To prepare children to live and work with others, enabling them to be responsible and caring members of the community.*
- To give children, at the end of their period of primary education, an appetite for acquiring further knowledge, experience and skills, so ensuring they are prepared for the challenges of the next stage in their education.*

*We ensure that all of our policies and practices are guided by these aims and we seek to ensure that they are at the forefront of all that we do.*

The Public Sector Equality Duty requires our school to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account.

People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics – school must take into account when publishing information

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion & Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristics that schools do not have a direct duty towards.

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. (General Duties are the things that schools aim to achieve).

## **General Duties**

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

### Specific Duties

Much of the information and analysis will relate to the school improvement plan, evaluations and pupil data – we intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and less well so we can plan and improve.

A lot of this information is already being used by the school to develop the school and improve what we are doing. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find published here.

This information is meant to be clear and simple. If you have any problem with the way we have written it and can think of a way we can make the information clearer please let us know.

**Equality objective 1:** Pupils identifying themselves as Transgender will be supported within the school community.

#### Why we have chosen this objective:

We have developed good practice during the 2016-17 academic year for identified pupils. Before this academic year we had no experience of supporting the needs of transgender pupils. We now want to formalise the support and facilities we have in school.

#### To achieve this objective we plan to:

The purpose of this objective is to deeper embed good practice in the field of Transgender work in our school and to minimise distress and disruption to pupils by:

- Ensuring teachers and governors are dealing with Trans matters inclusively; benefiting from professional advice and guidance.
- Promoting inclusion for all within education by improving services for Trans children.
- Empowering supporters of Trans pupils by providing a practical guidance to their experiences.

#### Progress we are making towards achieving this objective:

- Adoption of the Cornwall Transgender Guidance Document
- Appointment of a School Governor to oversee Transgender Policy
- Publication of Transgender documentation on the school website
- Provision of facilities such as toileting and changing facilities in line with the wishes of the child and their parents.

**Equality objective 2:** Identified pupils who are visually impaired will have access to specialist equipment in order to support the children to achieve in line with end of key stage national expectations.

**Why we have chosen this objective:**

There is an identified need in school to support pupils with visual impairment at a level that is increased from our previous experience.

**To achieve this objective we plan to:**

- Work with the parents of VI children to identify what works well for the pupils in their home situation and try to replicate this good practice where possible in school.
- Work with Wakefield Council's Visual Impairment team to provide suitable resources and make adaptations as advised.

**Progress we are making towards achieving this objective:**

- Provision of training at point of transition for teaching staff working directly with VI pupils
- SENCO identified outdoor hazards and caretaker painted lines to support identification of levels
- Purchasing of equipment as identified by LA VI team.
- Provision of additional TA support time as appropriate to make specific resources with appropriate font size

**Equality objective 3:** Foster good relations between people who share a protected characteristic and those who do not.

**Why we have chosen this objective:**

The school is proud of the community cohesion work it has completed in 2016-17. However the school is also aware of the community it serves and the diverse nature of neighbouring communities. It is therefore essential that the work of the Community Cohesion lead continues and that they ensure that school values are explicit, understood and shared by the whole school community.

**To achieve this objective we plan to:**

- Use the 'Picture This' subscription to purchase high quality resources that support the teaching of diversity against the protected characteristics.
- Plan an annual calendar of assemblies that include visitors from individuals and groups who identify themselves as having the protective characteristics; allow Dane Royd pupils to explore that nature of the characteristics and to lead to open discussions.
- Ensure that policies and procedures in school take account of pupils, parents and staff who identify themselves within the protected characteristics

**Progress we are making towards achieving this objective:**

We have shared the work of the Community Cohesion Coordinator with the Governing Body through a formal presentation  
A large scale display has been created in the school hall with a focus on tolerance and understanding of British Values.  
Governors have been appointed to take on roles specific to identified protected characteristics.