

Upton Snodsbury CofE First School



Equality Objectives

These objectives were last reviewed: January 2023

Next Review Date: January 2024

Signed by:

_____ Headteacher

_____ Rachel Mayo

_____ Chair of Governors

Elizabeth Hocking

In 2012, schools were required to publish information showing how they comply with the new equality duty and set equality objectives. They need to update the published information at least annually and publish objectives at least once every four years.

Compliance with the equality duty is a legal requirement for schools, but meeting it also makes good educational sense. The equality duty helps schools to focus on key issues of concern and how to improve pupil outcomes. These are also central to the OFSTED inspection framework.

The equality duty has two main parts: the 'general' equality duty and 'specific duties'.

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

These are often referred to as the three aims of the general equality duty.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

In order to help schools in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

The equality duty supports good education and improves pupil outcomes. It helps a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring it to collate evidence, take a look at the issues and consider acting to improve the experience of different groups of pupils. It then helps it to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

Objective 1: To continue to record and respond to all cases of harassment or bullying, including that of a sexual or racial nature

Why we have chosen this objective: The drive for continued school improvement and the continued focus on the high profile of British values within school.

To achieve this objective we plan to:

- *Review systems for recording and dealing with incidents
- *Provide Values displays throughout the school year.
- *Run E-safety workshops for pupils and parents
- *Facilitate anti-bullying workshops
- *Audit the teaching of British Values across the school
- *Organise trips to Multi faith places of Worship take place across the school, for all ages.
- * Make links with a school in a more diverse area than Upton Snodsbury

Progress we are making to achieving this objective:

All systems for recording and reporting incidents in place.
British and our Christian Values continue to be discussed and promoted through assemblies (including virtual assemblies), and evident in displays around the school.
Anti-bullying workshops have been held with all year groups, it is continuously discussed in assemblies and we celebrate. We have purchased SCARF to support the teaching of PSHE and RSE.
Rota for visiting places of Worships has been established and children have visited a mosque in the last 12 months.
Created a link with school near Oldbury which has a very different demographic to our own.

Objective 2: To increase an understanding between religious groups

Why we have chosen this objective: Upton Snodsbury as a school and area does not reflect a multicultural society so the children may have limited exposure of people of different faiths to them.

To achieve this objective we plan to:

- *Provide Values displays throughout the school year.
- *Celebrate other faith festivals in school.
- *Develop pupils' learning and first-hand experience of different faiths and cultures through an engaging RE curriculum and Worship.
- *Organise trips to Multi faith places of Worship take place across the school, for all ages.
- *Organise a range of visitors to visit school to talk to the children.
- *Create a link with a school which has a different demographic to Upton Snodsbury.

Progress we are making to achieving this objective:

British and our Christian Values continue to be discussed and promoted through Worships (including virtual assemblies), and evident in displays around the school. The local curate has been in on several occasions to support RE. Due to Covid trips have been postponed but trips to other religious places of Worships to restart Spring 2023
Created a link with school near Oldbury which has a very different demographic to our own.