

Stanley School Policy

Equality Information and Objectives



General	
Date Approved	February 2023
Date of Review	September 2024

Contents

1. Aims.	3
2. Legislation and guidance.	3
3. Roles and responsibilities.	3
4. Eliminating discrimination.	4
5. Advancing equality of opportunity.	4
6. Fostering good relations.	5
7. Our Schools Equality Statement.	5
8. Equality objectives.	6
9. Monitoring arrangements.	7

1. Aims.

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 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 on a daily basis to the headteacher

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

The headteacher will:

- Promote knowledge and understanding of the equality objectives among 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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The schools Equality Statement and commitment to this are shared with new staff as part of their recruitment process and induction.

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 that 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 any activities

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 PSED and RE, 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 for our school community. Pupils will be encouraged to participate in assemblies and we will also invite external speakers to contribute where appropriate.
- Working with our local community
- Our school council has representatives from different age groups across our school- pupil voice is gathered from our pupils across our school.

7. Our Schools Equality Statement

The Governors and staff of Stanley School are committed to the principle and practice of equality of opportunity. We aim for every pupil to fulfil their potential no matter what their background or personal circumstances. Our School is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued.
- Include and value the contribution of all families to our understanding of equality and diversity.
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and people with disabilities.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
- Due to the very purpose and nature of Stanley School, we pride ourselves in being very inclusive and will endeavour to support every child regardless of their individual needs.

All pupils follow an adapted curriculum appropriate to their level of need and at a pace that is appropriate for them.

We have an inclusive ethos which means all staff, pupils and parents work together to ensure that everyone, regardless of race, gender, sexual orientation, disability or social background can thrive.

Our community is predominantly white British but we also support pupils and their families from other ethnicities. Alongside our commitment to valuing the cultural inheritance of all the pupils in the school, the lack of diversity in our immediate area highlights the need to develop our pupils' understanding and appreciation of equality and diversity in both the school and wider British society.

Where possible, through our PSHE, RE and other relevant and meaningful curriculum experiences, we ensure our pupils consider and value diversity and celebrate different cultural inheritances, even if they have little direct experience of them.

Pupils are taught to respect and celebrate differences and understand that everyone, regardless of race, gender, sexuality or disability has equal value. Staff model respect and understanding in all their dealings within school. Inclusion and care for others are part of our core values.

8. Equality objectives.

Our Equality Aims for 2020–2024:

Through design and development of our Curriculum we aim:

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum, with particular reference to children's specialist needs.
2. To ensure equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations and respect.
3. To recognize and celebrate diversity within our community whilst promoting community cohesion.

9. Monitoring arrangements.

The Headteacher will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed and approved by the Curriculum and Pastoral committee at least every 4 years.