



Equality Duty and Objectives

Introduction

The Academy Committee of East Ravendale CE Primary School adheres to the recommendations outlined in the Equality Act 2010.

East Ravendale CE Primary School will, through its Equality Duty and Equality Objectives, identify and record the progress we have made towards achieving equality and tackling discrimination. It will be undertaken in partnership with the school's governors and Academy Trust (Lincoln Anglican Academy Trust).

The Equality act 2010 provides a single, consolidated source of discrimination that are unlawful. A copy of the Equality Act 2010 can be found on our website. The Public Sector Equality Duty has three aims under the general duty for schools, as referenced in the Equality Act 2010:

- ♣ Eliminate discrimination and other conduct that is prohibited by the Act,
- ♣ 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.

To ensure that East Ravendale CE Primary School meets the obligations under the Public Sector Equality Duty we are required to comply with the following specific duties:

- ♣ To publish information to demonstrate how we are complying with the Public Sector Equality Duty
- ♣ Prepare and publish equality objectives

Our Equality Governor is Mr Wayne Taylor.

East Ravendale CE Primary School Equality Duty

In order to fulfil our aim of providing all pupils with the opportunity to succeed and reach the highest level of personal achievement, East Ravendale CE Primary School will:

- ♣ Use contextual data to improve its support to individuals and groups of pupils
- ♣ Monitor achievement data by ethnicity, gender and disability, and action any gaps
- ♣ Consider the achievement of all pupils when planning for future learning and setting challenging targets.
- ♣ Ensure equality for all pupils and prepare them for life in a diverse society



- ♣ Seek to involve all parents/carers in supporting their children's education
- ♣ Use materials that reflect the diversity of the school, population and local community in terms of race, gender, disability, sex, sexual orientation, religion and belief, without stereotyping
- ♣ Promote attitudes and values that will challenge discriminatory behaviour or prejudice
- ♣ Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.

This policy should be read in conjunction with the following policies and guidance:

- ♣ Accessibility Plan
- ♣ Anti-Bullying Policy
- ♣ Positive Relationships (Behaviour) Policy
- ♣ Collective Worship Policy
- ♣ Inclusion Policy
- ♣ SEND Policy
- ♣ RSHE Policy
- ♣ Curriculum Policy

The Equality Duty is reviewed at the end of each academic year. Data relating to this plan is analysed and shared with staff and Governors. Any gaps identified are addressed through monitoring the quality of teaching, provision, support groups, pupil progress meetings and data analysis (such as IDSR and ASP). Any data relating to an individual pupil remains confidential. Parents and Carers will be kept informed of their own child's progress and achievement through Parent's Evening consultations and the written annual report. Parents can request an update on their child's progress at any point during the year.

For further information regarding the school's equality duty and objectives please speak to the school office.