

**Equality
Objectives Action
Plan
2022-2026**

Loughborough C of E Primary School

Equality Objectives Action Plan

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community and recognises its responsibility to be bound by the Public Sector Equality Duty (PSED).

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 including schools 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. This requirement has been further defined as having due regard to the need to:
 - Remove or minimise disadvantages
 - Take steps to meet different needs
 - Encourage participation when it is disproportionately low.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Having 'due regard' means:

- When we make a decision or take an action we must assess whether it may have implications for people with particular protected characteristics.
- We should consider equality implications before, and at the time we develop policies and take decisions - not as an afterthought - and we need to keep policies and decisions under review.
- We should consciously consider each aspect of the equality duty (having due regard to the need to eliminate discrimination for example, is not the same thing as having due regard to the need to advance equality of opportunity).

- We should assess the risk and extent of any adverse impact that might result from a policy or decision and the ways in which the risk may be eliminated before the adoption of a proposed policy.
- The equality duty has to be integrated into the carrying out of our school's functions.

In order to demonstrate that we are meeting the general duty described above, we are required to publish annually information demonstrating how we are complying with the equality duty. We do this through our Equality Objectives Annual Statement which is published on our website.

We are also required to prepare and publish equality objectives at least once every four years.

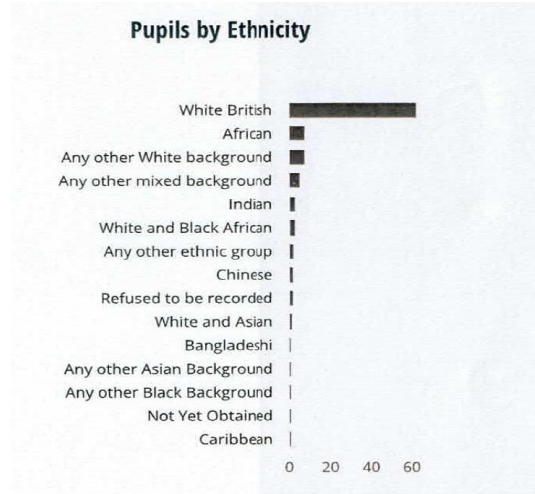
Understanding our school community

In order to understand our school community, we have reviewed our pupil data in relation to certain protected characteristics and consulted with stakeholders to identify their views on matters relating to equality and diversity. This analysis forms the basis of the school's equality objectives identified below.

Number of children on roll: 203 (as of 1 March 2022)

Information about pupils related to protected characteristics (data as of Spring term 2022):

1. Pupils by ethnicity:



2. Number of pupils with EAL: 19.2%

3. Number of boys: 103

4. Number of girls: 100

5. Number of pupils with SEN:

SEN Pupils

Key SEN Type	No. of pupils	% of pupils
Non SEN	182	89.7%
Education, Health and Care Plan	2	1%
SEN Support	19	9.4%

6. Religion:

Christian	114
Refused Information	2
No Religion	44
Other Religion/Faith	4
Hindu	7
Anglican/Church Of England	9
Muslim	4
Roman Catholic	4
Buddhist	3
United Reform Church	2
Baptist	1
Christian (Ecumenical)	1
Orthodox Catholic/Eastern Orthodox	1
Romanian Orthodox	1

Equality Objectives

In 2021-22 the school consulted with parents, staff and governors to review equality & diversity provision and understanding. As a result of this consultation we have established the following equality objectives:

Objective	Actions	By when?	Responsibility	Success Criteria
To ensure all pupils are treated equally, and given equal opportunities.	Provide all staff with equality & diversity training including consideration of application to teaching & learning (where applicable to their role).	Dec 2022	HT/SBM	Staff are confident in incorporating equality & diversity into their T&L practice Staff have completed training.
	Regular reviews in staff meetings – discussions on incorporating equality & diversity into T&L	Termly	HT/DHT	Staff will feel confident to incorporate actions into their practice and regular discussion will take place on issues that arise.
	Ensure new staff receive equality & diversity training on appointment.	Ongoing on appointment	HT/SBM	New employees will receive equality & diversity training within the first term following appointment
	To ensure school policies reference race equality	Ongoing as policies come under review	HT/DHT/Senco	Race audit tool review highlights policies as Green
	Improve system of recording behaviour incidents	Summer 2023	HT/DHT	Race audit tool review highlights behaviour as Green
	BAME pupils' data trends are monitored	Summer 2023	HT/DHT/Senco	Race audit tool review highlights monitoring of trends in relation to BAME pupils as Green
	Develop procedure for parents to report incidences of racism, racial harassment or victimisation	Spring 2023	SLT	Race audit tool review highlights dealing with incidents as Green
To expand the range of opportunities for pupils to gain awareness of equality & diversity in society?	Expand range of educational visits and visitors to school	Ongoing	Teachers	Race audit tool highlights diversity in the curriculum offer as Green
	Investigate establishing links with school abroad		Teachers/SLT	
	Review curriculum to identify additional opportunities for pupils to learn about Black perspectives and to provide opportunities for learning about race, ethnicity and belonging	Autumn 2022	SLT/Teachers	

To ensure governing body members understand their responsibilities in relation to equality & diversity	Provide equality & diversity training for governing body members	December 2022	Clerk to Governors / SBM	Governors will have received training and understand their roles and responsibilities
To increase governing body's awareness of how equality & diversity is incorporated into the curriculum and school policies and procedures.	Include section in termly HT report to governors	Ongoing	HT	Governing body awareness increases due to regular reporting
To increase the diversity of the governing board	Ensure adverts for governing body places welcome applicants from different backgrounds	Ongoing as spaces become available on the GB	Chair / Clerk to Governors	