

# EQUALITIES INFORMATION 2020

## Aim:

**At Wilbarston CE Primary School our vision, based on John 10:10, states that “Jesus said, I come that in order that you should have life, life in all its fullness.” In fulfilling our vision, we endeavour to ensure that all pupils, families and our staff are all treated equally and are able to flourish; experiencing our school life in all its fullness. Our Equalities work is conducted with this in mind.**

## Background:

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
3. Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Wilbarston CE Primary School has considered how well we currently achieve these aims with regard to the eight protected equality groups: *race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief and sexual orientation*. In compiling this equality information we have:

- identified evidence already in our setting/centre of equality within policies and practice and identified gaps;
- examined how our setting/centre engages with the protected groups, identifying where practice could be improve.

| Protected Characteristics | Aims of General Duty   |   |   |
|---------------------------|--|---|---|
|                           | <b>Evidence and engagement with protected groups in order to eliminate unlawful discrimination, harassment and victimisation</b> | <b>Advancing equality of opportunity and engagement with protected groups</b>   | <b>Foster good relationships and engagement with protected groups in order to develop good relationships</b>  |
| Race                      | Hate crime and incident reporting conducted<br>No of racial harassment reported<br>Equality policies actively followed           | Children with differing backgrounds feel included (school surveys/OFSTED)<br>School Data shows little variation in results of different racial groups (and usually pupils of non-white backgrounds do better) | Home culture shared and celebrated in school in all classes<br>Multi-cultural events held throughout the year to celebrate the diverse cultures in our society<br>Curriculum aims to improve children’s understanding of different cultures |

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|                         |   | Adults from different backgrounds approach the school freely  |  |
| Disability              | All pupils included in all school events<br>Disabled parents/grandparents have access to all school events                              | Access plan in place  | Use of medical questionnaire for all children with follow up   |
| Sex and Discrimination  | Children of both sexes take part in a wide variety of activities  | Positive discrimination made eg boys/girls groups when appropriate  | Stereotypes are challenged eg dressing up clothes for all  |
|                         | Encourage equal opportunities both in and after school<br>Sporting teams from both genders given high profile                           | Actively encourage volunteers and staff both male and female  | Assemblies celebrate all as God's children<br>Working parties include male and female<br>Council representatives from both Sexes |
| Gender Reassignment     | Not currently reflected within staff group or children  | Equality policy would be followed to ensure good relations fostered   | Equality policy would be followed to ensure good relations fostered  |
| Pregnancy and Maternity | NCC maternity policy followed<br>Puberty teaching delivered by School nurse/expert external teaching                                    | Individual staff part of risk assessment process  | KIT days and flexible working on return encouraged   |
| Age                     | Full age range of staff and volunteers encouraged from 16 – 65+   | Retired employees welcomed back<br>Volunteers from all age groups welcomed in to school   | Support elderly within the community<br>Support local playgroups<br>Grandparents invited in to school                            |
| Religion and Belief     | Different religious beliefs valued and celebrated- both staff and children<br>RE syllabus meets requirements to cover a range of faiths | Visitors from a variety of Faiths invited in and visits to different places of worship during a child's experience<br>Withdrawal from worship and RE possible | School visits to other places of worship<br>Multi faith celebrations highlighted in the curriculum                               |

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| Sexual Orientation | School rules set clear guidelines applicable to protected characteristics<br>All people treated as individuals (all God's children)<br>PSHE policy | Dressing up clothes and toys throughout the school provide freedom of expression for all individuals<br>Variety of families represented | Non-judgemental view points fostered<br>Governors, staff, parents and volunteers all treated as equals |
|--------------------|--|---|--|

### Wilbarston CE Primary School – Equalities Objectives Action Plan

| Objective   | Which protected group(s) will this most affect / influence | How will we know we have achieved the objective?                    | Lead  | Actions  | Review Date |
|---|--|---|-------|--|-------------|
| To widen curriculum experience inside and outside of school to represent a greater variety of different cultures. | Race   | Children will be able to recall and explain experiences undertaken. | AG/KF | Increase the use of music and stories from different cultures / countries in assemblies<br>Continue to timetable an international week each year | July 2021   |

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| <p>To further develop opportunities in the curriculum for children to experience different religions and belief.</p> | <p>Religion and Belief</p> | <p>Programme of planned visit and visitors developed. Evidence through photographs and comments / quote from children.</p> | <p>AG</p> | <p>Develop a partnership with a multi faith school to reflect life in 'modern Britain' Widen range of visitors into school<br/>Develop opportunities in line with RE syllabus to visit</p> | <p>July 2021</p> |
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