



# St Oswald's CE Primary School, York



*Learning for all, caring for each other, preparing for the future*

*Let us encourage one another – Hebrews 10.25*

## **EQUAL OBJECTIVES STATEMENT AND INFORMATION**

**Academic Years 2023-24, 2024-25 & 2025-2026**

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<b>Last Reviewed</b>	<b>September 2023</b>
<b>Next Review date</b>	<b>September 2026</b>
<b>Frequency of review</b>	<b>Every 3 years</b>

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## 1. Aims

At **St Oswald's CE Primary School**, we welcome our duties under the Equality Act 2010 and 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.

Our school aims to promote respect for difference and diversity in accordance with our values, such as *respect, service and compassion*. We do this through aiming to:

- Promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff.
- Be committed to not only eliminate discrimination but increase understanding and appreciation for diversity

We will not discriminate against, harass or victimise any pupil, prospective pupils or other member of the school community, which are:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

[Protected characteristics as stated in the Equality Act 2010.](#)

## 2. Legislation and guidance

The 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 \(Specific Duties\) Regulation 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 through 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 3 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.

The head teacher and Senior Leadership Team will:

- Support the school in promoting knowledge and understanding of the equality objectives among staff and pupils.
- Share with governors any issues where appropriate in relation to equality.
- Monitor success in achieving the objectives and report back to governors.
- Identify any staff training needs, and deliver training as necessary.

The school staff will:

- Support the head teacher and senior leadership team in upholding the equality statement.
- Have regard to this document and to work to achieve the objectives as set out below.

### **4. Eliminating Discrimination**

**St Oswald's CE Primary School** is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Staff and governors are regularly reminded of their responsibilities under the Equality Act in different contexts including staff meetings and staff briefings where appropriate. Training and inductions include mention to the Equality Act appropriately too.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and the benefits it can have

- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

**St Oswald's CE Primary School** does not tolerate any form of prejudice-related incident

#### **5. Advancing Equality of Opportunity**

As set out in the DfE (Department for Education) 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

At **St Oswald's CE Primary School**, our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

#### **6. Equality and dignity in the workplace**

**St Oswald's CE Primary School** does not discriminate against staff with regards to the protected characteristics detailed in the Equality Act 2010. These are:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status

- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies related to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **7. 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 R.E. (Religious Education) and RHE (Relationships and Health Education), but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils will be introduced to literature from a range of cultures.
- Holding collective worships that deal with relevant issues and support every person as an individual.
- Inviting external visitors from a variety of backgrounds to contribute to school worships, lessons and culture.

### **8. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, whether visits are appropriate for children with disabilities.

### **9. Equality Objectives**

<b>Objective 1:</b>	<b>To ensure the academic opportunities for the most disadvantaged children support good progress across the curriculum.</b>
Why we have chosen this objective:	Our disadvantaged group of children is growing due to a change in catchment area. We want to ensure that all children have the same academic career so every pupil reaches their potential.

To achieve this objective we will:	<ul style="list-style-type: none"> <li>- Outline it in the pupil premium statement</li> <li>- Provide up to date, regular CPD</li> <li>- Plan a detailed curriculum that caters to all needs</li> <li>- Monitor, analyse and assess performance</li> </ul>
Progress we are making towards this objective:	As a teaching team, we closely monitor progress. Progress is mostly good for our disadvantaged pupils but this is not always reflected in attainment. Project and research carried on
<i>PSED Link</i>	<b><i>advance equal opportunities between people who have a protected characteristic and those who do not</i></b>
<i>Vision link</i>	<b><i>Learning for all, caring for each other</i></b>

<b>Objective 2:</b>	<b>To ensure the progress of our SEND pupils is strong through careful target setting, monitoring and analysis.</b>
Why we have chosen this objective:	Some of our children who have an additional need do not reflect as making progress on attainment tracker however are making good progress. We want to continue to ensure this is tracked, analysed and celebrated.
To achieve this objective we will:	<ul style="list-style-type: none"> <li>- Develop initiatives that assess smaller steps of progress</li> <li>- Use case studies and parent meetings to feedback progress</li> <li>- Provide appropriate CPD to support all children.</li> </ul>
Progress we are making towards this objective:	<ul style="list-style-type: none"> <li>- Developed use of tracking system</li> <li>- Feedback regularly to governors to monitor performance</li> <li>- Use of provision maps support plans</li> </ul>
<i>PSED Link</i>	<b><i>advance equal opportunities between people who have a protected characteristic and those who do not</i></b>
<i>Vision Link</i>	<b><i>Learning for all</i></b>

<b>Objective 3:</b>	<b>To give all pupils, particularly those considered disadvantaged and those with SEND, the knowledge and cultural capital to succeed in their future life.</b>
Why we have chosen this objective:	We want to ensure that children are best prepared for their future and provided opportunities in school to widen their experiences prior to leaving St Oswald's
To achieve this objective we will:	<ul style="list-style-type: none"> <li>- Look at wider experiences in school and out of school</li> <li>- Offer opportunities to all children</li> <li>- Embed our vision through school</li> <li>- Embed our values through school</li> <li>- Develop a list of things to do before leaving St Oswald's</li> </ul>
Progress we are making towards this objective:	<ul style="list-style-type: none"> <li>- Our vision is embedded in everything we do in school</li> <li>- Our values are embedded in everything we do in school</li> <li>- We offer a wide range of opportunities for children</li> </ul>

<i>PSED Link</i>	<i><b>foster good relations</b> between people who have a protected characteristic and those who do not</i>
<i>Vision Link</i>	<i>Caring for each other, preparing for the future</i>

## **10. Monitoring Arrangements**

The head teacher, senior leadership team and governing body will update the equality information we publish every year.

This document will be reviewed by the senior leadership team and governors at least every 3 years.

This document will be approved by the governing body.

## **11. Links with other policies**

This document links to the following policies:

- Accessibility plan
- SEND Policy
- Send Report
- Collective Worship policy