



Victoria Park Junior School Equality Information Policy and Plan

Plan Written:	January 2024
Agreed by Governors:	
Review Date:	Spring 2024

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

Victoria Park Junior School is committed to challenging discrimination at all levels and in all aspects. Our school aims to promote respect for difference and diversity in accordance with our values of love, equality, respect, aspiration, responsibility and courage.

Our core values are built around providing a secure, collaborative and purposeful learning culture, where all pupils and staff are valued, cared for, listened to and challenged to be the best they can be. We are equally ambitious for all pupils and staff irrespective of disability, race, colour, religion, gender, age, sexual orientation or background. Inclusion is central to our ethos and practices.

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.

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

The equality link governor is Mrs. Akilah Akinola. They will:

- Meet with the designated member of staff for equality regularly and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Make sure the school Equality Information Policy and Plan and its procedures are followed.
- Promote a culture of zero tolerance to harassment and discrimination.
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Take appropriate action in cases of harassment and discrimination.
- Deal with reports of any hate incidents.
- Monitor pupil suspensions and ensure that appropriate reporting is made to the Local Authority.

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor regularly to raise and discuss any issues.
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives.

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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 (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

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 RE, citizenship and personal, social, health and economic (PSHE and RSE) education, but also activities in other curriculum areas
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Action Plan

AIM	ACTIONS TO BE TAKEN	REVIEW
<ul style="list-style-type: none"> ➤ To ensure diversity and representation of current school community across foundation subjects. 	<ul style="list-style-type: none"> • Audit of current resources used across foundation subjects. • Staff meeting to review diversity and representation across the curriculum. • Subject leads to explore new opportunities within their areas. 	
<ul style="list-style-type: none"> ➤ To analyse data in respect of gender, disability and race. 	<ul style="list-style-type: none"> • SLT to gather, monitor and analyse data with regards to specific groups. • Research trends nationally and locally. 	
<ul style="list-style-type: none"> ➤ To continue to provide opportunities to build cultural capital 	<ul style="list-style-type: none"> • Pupil premium mission and strategy statement • Teachers to look at trips, visitors and activities that enrich equity 	
<ul style="list-style-type: none"> ➤ To develop staff's knowledge of Equality 	<ul style="list-style-type: none"> • Develop staff understanding of Equality Act 2010 • Develop understanding of Equality policies and procedures and the implications for school 	
<ul style="list-style-type: none"> ➤ To analyse groups of pupils involved in behaviour incidents 	<ul style="list-style-type: none"> • SLT to collect, monitor and analyse data of behaviour incidents. • SLT meetings to review trends and respond. 	

Monitoring arrangements

The governing body, equality lead and headteacher will update the equality information we publish, at least annually.

This document will be reviewed by governing body, equality lead and headteacher at least every 4 years.

This document will be approved by governing body and headteacher.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Pupil Premium Mission and Strategy Statement