Woodbridge Primary School
Statement of Equality Information and Objectives

Approved by Governors	
Last Reviewed	**February 2025**
Next review due	**February 2029**

Signed by:

Nick Wellington

Chair of Governors

Signed by:

Miss Lynsey Crossley

Headteacher

Statement of Equality Information and Objectives

1. 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

Our school aims to promote respect for difference and diversity in accordance with our values.

2. 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.

3. Roles and responsibilities

The governing body 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 headteacher will:

Promote knowledge and understanding of the equality objectives among staff and pupils.

Monitor success in achieving the objectives and report back to governors.

The designated member of staff for equality (Tracey Nicholls) will:

Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils

Meet with the inclusion link governor every term 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 as set out in section 8.

4. 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.

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

5. 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.

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.

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

Analyse 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.

6. 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) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.

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.

7. 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.

8. Equality objectives

Equality Objectives 2021 - 2025

Equality Objective 1 – To develop the cultural capital of texts within our school – including our library books and class-based texts. We will review existing texts to ensure that they reflect the inclusivity of the school's ethos and introduce new texts that celebrate and identify the cultural, ethnic and gender diversity that exists in modern society.

Equality Objective 2 - To further refine the RSE curriculum to reflect a 21st century community and our globally immersive approach to learning. We will also continue to refine and embed our RSE curriculum to reflect the latest government RSE Guidance with a particular focus on different and healthy relationships, mental wellbeing and personal safety. Within our curriculum design we will continue to build cultural capital through a rich variety of learning opportunities and provide access to relevant and current texts.

Equality Objective 3 - To challenge the gender gap through strategic planning and provide quality of education for all children, with a specific focus on equality awareness and equitable opportunities for all children.

9. Monitoring arrangements

The governing board will update the equality information we publish at least every year.

This document will be reviewed by the governing board at least every 4 years.

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

Accessibility plan

Risk assessment

School Development Plan