



Oulton Broad Primary School

Equality information and objectives

CHAIR OF GOVERNORS:	P Scarlett
HEADTEACHER:	J White
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Version	Author	Date	Change Details
1.0	L White	April 2018	Initial document
1.1	L White	March 2022	Reformatted document
1.2	L White	February 2024	Updated information
1.3	A Wentworth	February 2025	Updated document

Aims

Our school commits to meet its obligations under the public sector equality duty 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

Legislation and guidance

This document meets the requirements under the following legislation and statutory guidance including but not limited to:

- [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](#).

Protected Characteristics

We recognise that certain groups in society can be disadvantaged because of unlawful discrimination and we aim not to discriminate against those and ensure they are given equal opportunities. The protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

Roles and responsibilities

Schools are required to:

- Take reasonable steps to avoid disadvantage caused by a provision, criteria or practice or a physical feature that puts a person at a substantial disadvantage compared to an unprotected characteristic. This involves removing or avoiding a physical feature (for example steps).
- Provide information in an appropriate and accessible format
- Develop and implement plans to increase access to the school curriculum, improve the physical environment and provision of information.
- Ensure equal opportunities in its recruitment and promotion practices, professional development programmes.

The governing board:

- Ensures that the equality information and objectives as set out in this statement are published and communicated, and that they are reviewed and updated at least once every four years
- Delegates responsibility for monitoring the achievement of the objectives to the headteacher
- Attends appropriate equality and diversity training, when necessary

The headteacher:

- Promotes knowledge and understanding of the equality objectives
- Makes staff aware of their responsibilities and provides training to enable staff to be able to follow
- Takes appropriate action in any case of actual or potential discrimination

School staff:

- Have regard to this document and to work to achieve the objectives
- Promote equality and good relations, not harass or discriminate in any way

Pupils:

- Do not discriminate or harass other pupils or staff
- Encourage equality and diversity by contributing their cultural experiences and values

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 reminded of their responsibilities under the Equality Act.

Staff receive training at induction and keep up to date with equality legislation.

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 connected to a particular characteristic they have

Taking steps to meet the particular needs of those who have a particular characteristic

Encouraging those who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school:

Ensures we analyse opportunities offered to ensure equal access for all.

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.

Holding assemblies dealing with relevant issues. Pupils are encouraged to take a lead in such assemblies and we 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. 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 for example, sharing information when we celebrate cultural festivals.

We have developed links with people and groups who have specialist knowledge about particular characteristics such as local care homes, the NSPCC and Suffolk Police, 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.

Equality objectives

Our school is committed to promoting the welfare and equality and ensuring equality of education and opportunity for all pupils, staff, parents, carers and wider community, irrespective of race, gender, disability, belief, religion or socio-economic background. Seeing all members of the school community as of equal value, regardless of any protected characteristics.

The school's policies, procedures and activities will not discriminate but nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristics

In order to further our work in this area, raise standards and ensure inclusive teaching, we have set the following objectives:

Update training of all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. To also use external training services to achieve our goals.

Promote understanding of the nine 'protected characteristics' with all children in school, with the goal being that by the end of Key Stage 2 ALL children are aware of all the protected characteristics.

Deepen our understanding of our families' perception of equality including their knowledge of protected characteristics.

Monitoring arrangements

The governing body and headteacher will update the equality information we publish, at least every 2 years.

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

This document will be approved by governing body.