



Northgate Primary School  
**Equality information and objectives**

**Approved by:**

[ ] Claire Andrews

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### 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

### 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 committee 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 2 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The responsibility of overseeing equality is held by the Head of the committee - Julie Bailey. They will:

- Meet with the designated member of staff for equality (Curriculum Lead) every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're 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:
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to the committee The Curriculum Lead will:
- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the head of the committee 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.

Include termly, bespoke training on the Equality Act (through face to face meetings and/or via National College)

New staff receive training on the Equality Act as part of their induction.

The school has a designated member of staff for monitoring equality issues, and a member of the committee to oversee equality issues. They regularly liaise regarding any issues and make senior leaders and other committee members 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 limiting any disadvantages suffered by pupils and/or adults that are connected to a particular characteristic (e.g. pupils with disabilities, gay pupils who are being subjected to homophobic bullying etc)
- 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 and removing barriers to enable them to do so (e.g. encouraging all pupils to be involved in the full range of after school clubs etc)
- improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

## 6. Fostering good relations

The school aims to establish understanding and respect 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 throughout all areas of our curriculum and especially through learning in RE and PSHE For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Planning and delivering a programme of assemblies dealing with relevant issues and those tailored to the specific demographic of our school community. When relevant, we will invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak in school, 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 and Eco council consist of representatives from different year groups and are 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

### Objective 1

Complete and action a Diversity Audit on Curriculum and Enrichment activities

Why we have chosen this objective: to baseline our current diversity offer in curriculum coverage and ensure that all subjects and all protected characteristics are given a voice within teaching and learning.

To achieve this objective we plan to: continue to update the audit, the Curriculum Lead to meet with subject leaders to ensure Diversity coverage, tailor the PSHE and Assemblies to reflect the audit

Progress we are making towards this objective: initial audit completed, first term of Diversity focused assemblies complete, introduction of Northgate Great figures to inspire children

## Objective 2

Seek further opportunities to engage with EAL parents

Why we have chosen this objective: This is important for fostering key relationships with our parents. A number of our EAL children have barriers to accessing the curriculum and parental support is key in their plans to support them and ensure their progress.

To achieve this objective we plan to: provide a translation service for parents if required, translate information sent home

## Objective 3

Target minority family groups and families with different characteristics to encourage a wider participation in school events.

Why we have chosen this objective: we want to ensure that all of our parents and caregivers have their voices heard and feel welcome in our school

To achieve this objective we plan to: sending translated copies of letters, survey parents to ascertain barriers to them accessing school information, create an action plan

## Objective 4

Raise awareness of LGBTQ+ within society, including our local community

Why we have chosen this objective: to build respect and mutual understanding for LGBTQ+ individuals; for teachers and staff to be more confident when teaching LGBTQ+ subject matter

To achieve this objective we plan to: work with the LGBTQ+ Norfolk Project charity become an 'Educating with Pride' school, PSHE and Curriculum Leads to map the coverage of LGBTQ+, provide training for staff to instill confidence

Progress we are making towards this objective: training sessions booked, LGBTQ+ individuals chosen for Northgate Great assemblies

## Objective 5

Ensure that children and staff with any protected characteristic are accommodated and have full access to participation in every aspect of school life

Why we have chosen this objective: it is essential that no child has a barrier to them accessing the teaching and learning of the curriculum, including enrichment activities and after school

To achieve this objective we plan to: Create a 'protected characteristics framework' for staff to reference planning of curriculum and wider school events

## 9. Monitoring arrangements

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

This document will be reviewed by the school committee and headteacher at least every 2 years.

This document will be approved by the school committee annually.