

**Statutory Policy:**

Policy provided centrally for adoption by schools with minimal amendment to the core text. Changes are allowed to the text where indicated

# Guidance on Equality Objectives

St Frideswide CE Primary School

<b>Approved by:</b>	<b>ODST Board of Trustees</b>
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## Background

The DfE’s guidance on [Statutory Policies for Schools](#) (Sep 2014) states that schools have responsibilities to: draw up and publish equality objectives every four years, and annually publish information demonstrating how they are meeting the aims of the general public sector equality duty.

## What this means in practice?

The public sector equality duty applies to all schools, including academies, and this is therefore a statutory responsibility for all ODST schools.

## Whose responsibility is it?

As these should be produced on a school by school basis it is a responsibility delegated by the Board of Trustees of ODST to the Local Governing Body who may in turn delegate this to a committee of the governing body, the headteacher or possibly an individual governor.

## Producing equality objectives

The DfE [guidance](#) is clear that schools are free to meet their duties in ways appropriate to their own circumstances and also that the process is not intended to be overly burdensome, Schools are therefore able to choose equality objectives that best suit their individual situation and contribute to the welfare of their pupils and the school community, Objectives do need to be specific and measurable and should be used as a tool to help improve the school experience of a range of different pupils. They should also be achievable, A school should set as many objectives as it believes are appropriate to its size and circumstances.

Given the size of ODST schools please note that the objectives should relate to pupil outcomes rather than to staff outcomes.

## Publishing equality objectives

It is up to schools themselves to decide in what format they publish equality information, but they must be accessible to those members of the school community and the public who want to see it. Setting up a webpage on the school’s website would be an effective means of doing this.

As ODST has responsibility for the schools in the Trust it’s also important that a copy of the annual report is made available to the People and Pay committee by the end of each academic year.

## Example equality objectives

Any equality objective needs to be relevant to your school but the following are examples of objectives you could consider:

- To increase the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential,
- To promote spiritual, moral, social, and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity,
- To promote cultural development and understanding through a rich range of experiences both in and beyond the school,
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum,
- To narrow the gap between boys and girls in writing by the end of KS1
- To support learners with particular needs.

e.g.

Equality Objective	Actions required	Success Criteria
Supporting learners with particular needs	<p>Teachers and support staff attend training relating to the needs of individuals or groups of children as appropriate.</p> <p>Teachers prepare Individual Education Plans where necessary and share regularly with parents.</p> <p>Extra tuition is provided where appropriate.</p> <p>Transition arrangements for children with disabilities, medical needs and/or learning disabilities are carefully managed with support from outside agencies where appropriate.</p>	<p>The school will have in place:</p> <p>Individual Education Plans that focus on learning priorities.</p> <p>Basic Skills support, where appropriate.</p> <p>Language support available as required.</p> <p>Tutoring/mentoring schemes available as appropriate.</p> <p>Homework/Revision support provided as appropriate.</p> <p>Appropriate training to enable staff to meet particular learning needs - planned well in advance of a child's admission.</p>
Making the school accessible to all	<p>Good interagency links are maintained by the school.</p> <p>Very supportive relationships with parents of children with additional needs.</p> <p>Children with additional physical, medical, and emotional needs are supported appropriately in school (and outside e.g., home school link, Seesaw).</p> <p>Adaptations are made to include all children in educational visits, extracurricular opportunities, residential etc.</p>	<p>The school will ensure that:</p> <p>It meets the needs of pupils, staff, and others with physical disabilities.</p> <p>It meets the needs of pupils, staff, and others with other disabilities.</p> <p>Curricular and extra-curricular opportunities are available for pupils with disability.</p> <p>It will identify further developments to address outstanding issues where these constitute reasonable adjustments.</p>

## Further examples of equality objectives

For an example of an ODST school which has published equality objectives and incorporated an annual review within this see

<https://primarysite-prod-sorted.s3.amazonaws.com/grove-church-of-england-primary-school/UploadedDocument/f14c37a4-9166-4486-a489-6e0f79119980/sp.12-equalities-policy-and-plan-updated-jan-2022.pdf>

For an example of guidance produced by a local authority see

<https://www.lancashire.gov.uk/media/935167/equality-toolkit-20191.pdf>

## Useful links

Statutory policies for schools:

<https://www.gov.uk/government/publications/statutory-policies-for-schools>

The Equality Act and Schools:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

Equality and Human Rights Commission Guidance:

<https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance-schools>