



# Saint Nathaniel's Academy

## Equality Information and Objectives

### 2022 - 2026



#### Aims

Our school aims 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

- 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 Local Governing 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal.

The Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to Governors.
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our Positive Behaviour Policy ensures that all children feel safe at school and addresses prejudicial bullying



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- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures
- Training on the Equality Act for new and existing staff.
- Regularly reminding staff and Governors of their responsibilities under the Equality Act.
- Staff raise 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, we advance equality of opportunity by:

- Using information, we gather to identify underachieving groups or individuals and planning targeted intervention
- Ensuring parents/carers and pupils are involved and consultation in the school's school development plans
- Encouraging all pupils to be fully involved in all school activities and celebrating and recognising pupil's achievements
- Meeting the individual needs of children
- Listening to the views of parents/carers and pupils
- Seeking active contributions of parents and others to enrich teaching, learning and the curriculum

#### **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 and personal, social, health and economic (PSHE) education, and activities in other curriculum areas.
- Delivering assemblies to raise relevant issues.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school.
- Working with our local community
- Working 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 to inform and develop our approach.



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#### 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 adequate facilities for boys and girls

#### Equality objectives

At Saint Nathaniel's Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

| Equality Objectives  |  |
|--|--|
| To develop awareness of own identity and an understanding of other cultures.   | Continue to implement and embed curriculum from Y1 to Y6 as a part of PSHE/ RSE curriculum from the PSHE Association, which includes difference and diversity.<br><br>Annual whole school 'More in Common Day' to celebrate difference and diversity / RE Drop Down Days<br><br>RE curriculum to include teaching about other faiths and cultures. Invite speakers from groups with protected characteristics. |
| To provide training for all staff and Governors on equality and diversity.   | Source training for stakeholders   |
| To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils. The school will strive to ensure that children from all groups continue to make progress at least in line with their peers to meet or exceed national expectations in English and Mathematics. | Monitoring (LO/Book Scrutiny/Pupil Interview) to ensure learning activities are challenging and meet needs of all learners<br><br>Monitoring attainment data to identify any attainment gaps for those with protected characteristics<br><br>Implement support/intervention for those children who are not making expected progress to meet the national expectations.   |
| To improve the attendance of all groups of children in line with national expectations.  | Track attendance of all groups of pupils – offering support when attendance falls below national expectations.   |

#### Monitoring arrangements

This document will be reviewed at least every 4 years. This document will be approved by the Local Governing Committee.

**Implemented** Summer 2022

**Review** Summer 2026



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**Principal** R Patrick

**Signed** *R Patrick.*

**Chair of Governors** H Morris

**Signed** *H. Morris*



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